

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

JULY 1959

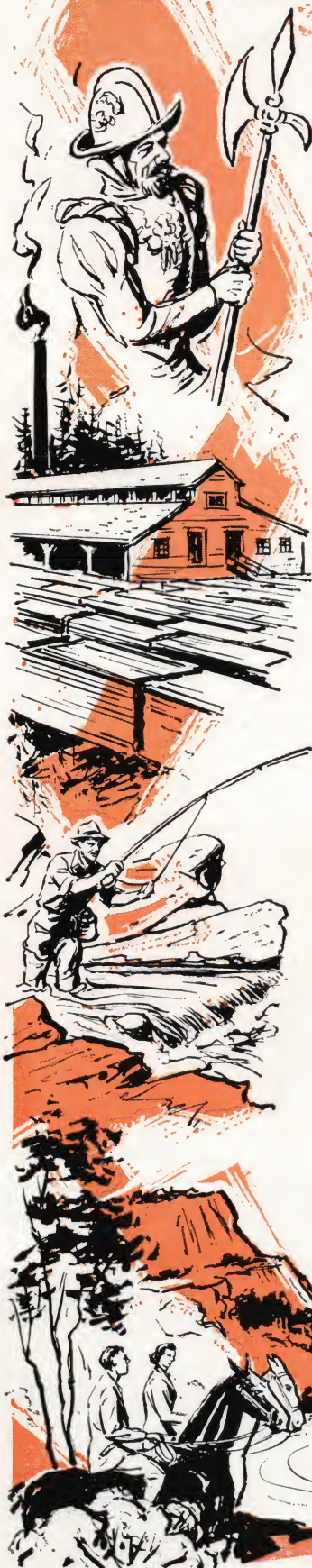
THE FEDERAL HIGHWAY PROGRAM

Progress and Problems



Teamsters Salute . . .

ARKANSAS



ARKANSAS, first explored by DeSoto in 1541, became part of the U.S. with the Louisiana Purchase of 1803. It became a Territory in 1819 and was admitted as a state, the twenty-fifth, on June 15, 1836. The name is a French variant of a Sioux word meaning "South Wind People."

"The Wonder State" has an area of 53,104 square miles, ranking 26th, and the 1950 population of 1,909,511 ranked 30th. The capital is Little Rock and the state motto is "Let The People Rule."

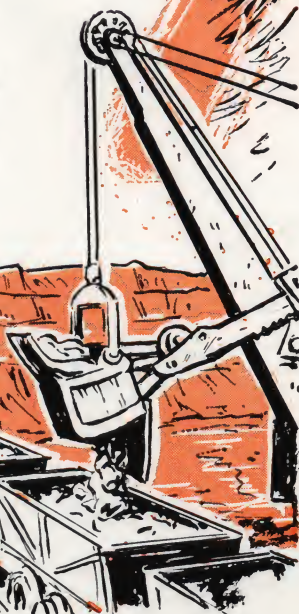
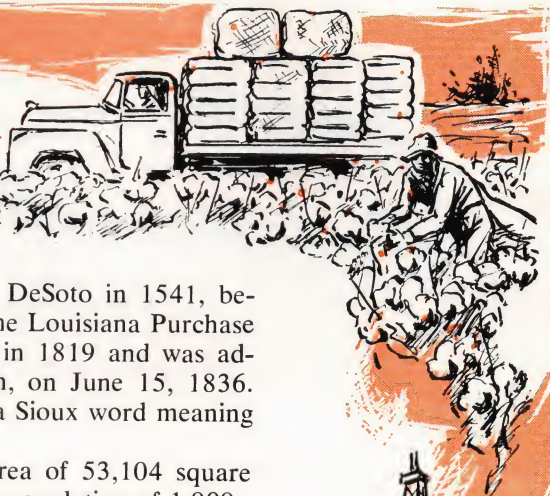
Although primarily an agricultural state, Arkansas has of late years become increasingly industrial. The state produces about 93 per cent of the nation's bauxite, from which aluminum is derived. It has over 20 million acres of timberland growing oak, hickory, gum, cypress and pine from which the state's first industry, the fabrication of lumber and timber products, is derived.

Cottonseed oil is the second-ranking industrial product in dollar value. The state generally ranks third in cotton production. Other prime crops include soybeans, oats, corn and fruits.

Considerable petroleum and natural gas are produced. Arkansas has the unique distinction of being the only producer of diamonds on the North American continent. They are of a type useful primarily for industrial applications.

In the northwest portion of Arkansas are many of the most beautiful of the Ozark Mountains. Beautiful scenery and many mountain streams combine to provide unexcelled opportunities for outdoor recreation including swimming, hiking, horseback riding and fishing. Especially favored is "float fishing" in which a party floats downstream in special float-boats, camping at nights on the gravelly banks. The area contains the Ozark National Forest.

The primary transportation for the recreation and industry of Arkansas is provided by the fine network of highways and scenic by-ways. The International Teamster salutes this state with its feet on the farm and its shoulder to the wheels of industry!



THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

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LATE-FOR A REASON

This issue of the Teamster is late—thanks to the McClellan Committee. In order to bring the membership the up-to-date story of the Senate hearings, the editors held up publication until the completion of President Hoffa's testimony, originally scheduled for early July. The Committee kept him—and the Teamster—waiting until mid-July. Sorry for the delay, but it enabled us to give complete coverage—beginning on page 5.



POSTMASTERS—ATTENTION: Change of address cards on Form 3579P should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington 18, D. C. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)

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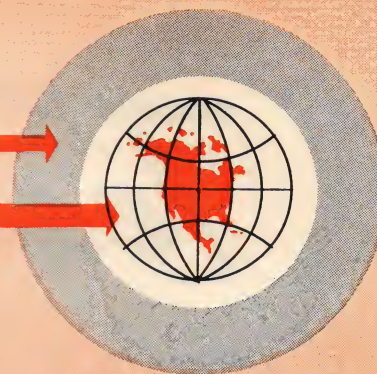
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recap



• The AFL-CIO uses the vast influence of the organized workingman to assist many national organizations in Washington achieve their legislative objectives. Yet these same organizations gratuitously campaign for right to work laws and open shops, resists organization of their employees, and give labor no legislative support except as benefits them. One of these days, the AFL-CIO is going to have to tell these organizations that it will no longer support their legislative efforts, unless they cooperate with labor. When that time comes, it will greatly assist efforts to organize the unorganized, particularly the white collar office workers.

* * * * *

• President Eisenhower's one-time speech writer, Kevin McCann, was honored with a lifetime membership in the Teamsters Union recently by Teamsters Local 20 in Toledo, Ohio. McCann, who is president of Defiance College, told Local 20 members that his father was a member of the Teamsters, and that he had Teamsters blood in his veins.

* * * * *

• Massachusetts Governor Foster Furcolo has announced the appointment of Seraphin P. Jason, president of Teamsters Local 59, as a member of the state Civil Service Commission. Jason was appointed to the bi-partisan Commission as a Republican. Furcolo is a Democrat.

* * * * *

• Ohio Governor Michael V. DiSalle is opposed to capital punishment, and believes in rehabilitation for men who have paid their debt to society for crimes committed. In the Governors mansion in Columbus, DiSalle has nine men on his staff, and eight of them have been convicted of murder.

* * * * *

• Senator Stuart Symington of Missouri was a wealthy businessman before he was elected to the Senate. Last month he was quoted as saying: "I categorically reject the notion that inflation results primarily from increases in wages which have been obtained by the system of collective bargaining . . . Inflation does not result from the efforts of any particular group to obtain what they consider a proper share of the sales dollars. Nor is it fair to ask any particular union to undertake the burden of preventing an increase in prices which is general throughout the nation."

* * * * *

• Teamsters Local 523 in Tulsa, Okla., has called an area-wide meeting of labor-management representatives to determine methods that will minimize overages, shortages and damages to freight. Enos Boyd, assistant business representative of 523, said overages, shortages and damages to freight operating through Tulsa annually exceed \$2,000,000. The experiment to jointly discuss the problem is a "first" for Local 523.

* * * * *

• Florida's anti-workingman industrialists have succeeded in getting the state legislature to amend the state unemployment program, making it the most stringent in the nation. In an obvious effort to attract other industrial reactionaries to Florida, the legislature obediently went along with the industrialists' demands that the unemployment benefits be reduced from \$33.00 per week for 26 weeks to \$30.00 per week for 16 weeks.

Day of Reckoning



LAST MONTH, the Harvard Business School Bulletin carried an article by industrial relations professor James J. Healy, in which he pointed out that American labor "is every bit as dedicated to the goals of the free world as is American management."

He went on to say that "management must come to accept the fact that the American labor movement is an effective symbol and an indispensable partner in our free society."

What is amazing is not the publication of these remarks, but the fact that it was necessary to make them at all.

The free trade union movement, not only in America but in every country where it has ever functioned, has always upheld the highest traditions of personal freedom from want, from fear, and from oppression.

Despotisms or dictatorships have thrived only after the free trade union movement has been destroyed. Labor unions are composed of great masses of free and courageous individuals who have learned to fight against overwhelming odds in the pursuit of basic human dignity and security. Thus they are more than a match for tyranny—whether at the hands of their government or their own elected leadership.

When giant economic interests, therefore, seek to control the government for their own selfish gain, a free labor movement stands as the only defense line against exploitation or subjugation of the worker. It must, these interests reason, be brought under the heel of government, weakened, and if possible, destroyed.

It is not far-fetched to say that today in America, certain politicians beholden to these giant economic interests are trying to achieve just that.

They have tried first by a gigantic smear campaign against the labor movement, to soften the American "average man" and enlist his support. While that continues, they now argue so-called "reform legislation," really meaning that they want to destroy the only weapons the working man has to achieve economic justice—the right to picket, the right to boycott.

If this smear campaign has succeeded in casting a shadow upon the patriotism, loyalty or importance of

the American labor movement, a great disservice has been done to American workers. We are equal citizens, not second-class citizens. And we know that our contribution to the total welfare of America equals or surpasses those of any American corporation or management representative.

Last month, the Teamsters Union freely negotiated an agreement with Pan-American World Airways, providing for the free flow of military personnel and supplies even in event of a strike, including disputes over new contracts. This agreement cannot be altered or rescinded without two years' written notice.

Other unions have signed similar agreements, and they are of a piece with the traditions of the labor movement. Striking Teamsters since time immemorial have lifted their picket lines long enough to permit the flow of materials vital to national defense. They have turned aside long enough to allow emergency goods to be moved, hospitals to be served, children to be protected. They have displayed their sense of responsibility to their fellow man time and time again.

To create a climate in which their equal status as Americans is questioned is evil. They deserve more than to be treated as second-class citizens. It will take many years to erase the ugly scars left by those politicians and management interests who have tried to drive a deep wedge between the labor movement and the rest of America.

As long as there is a free labor movement in this country, big business will find that it cannot weaken unions or workers through political pressure and control. There are still more workers than there are managers, more poor people than there are rich.

The American worker may not have gone to Harvard with the Kennedys, but he is not dumb. The day of reckoning will come at the polls.

A handwritten signature in black ink, appearing to read "J. R. Healy". The signature is written in a cursive, flowing style.



Teamsters Win NLRB Election by 250 to 20

Charles Molinary, secretary of Teamsters Local 1345, announced an "overwhelming Teamster Victory" last month in a National Labor Relations Board election in the Empire State Beer Distributors Association, Inc.

The final vote was 250 in favor of the Teamsters Union, and only 20 opposed. Molinary said that Local 1345 now has a membership of approximately 1000 employees of the home beer distributors in New York City, Nassau and Westchester counties.

Local 251 Wins NLRB Elections

Despite strong company resistance to union organization, Local 251 in Providence, Rhode Island, has won an important NLRB election at Standard Grocery Company under the leadership of Alec Hylek, secretary of the Teamster organization.

"If there is any credit to be given for our recent victory," Hylek said, "it should be given to the rank-and-file workers on the job. It was they who petitioned the union for membership. These workers also worked very hard in behalf of our organization prior to the election. In my opinion, they will prove to be among the strongest members we have in this local union."

The election, which was held early last month, saw the Teamsters' Union win 33 to 1.

Another recent election victory considered by Hylek to be of equal importance was one at Rhode Island Produce Company in East Providence.

"Here," Hylek recalled, "we were faced with stiff employer resistance

who played the hand of 'paternalism' to the hilt. Management reluctantly got out from behind their desks to write 'down-to-earth' letters to the workers. But the workers were not fooled. When the chips were down they voted for the Teamsters."

Rhode Island Produce, operating in the Almac's chain, has constructed a new plant which will employ some 80 workers before the end of the year. They will all be members of Local 251.

'Driver of the Year' Honored by Truckers

Ohio Teamster Jack Ward was honored as the "Driver of the Year," receiving two \$100 savings bonds, a gold plaque, trophy and pin, from the Ohio Trucking Association at its recent 41st annual convention.

Ward is a member of Teamsters Local 637 in Newark, Ohio. He was honored for saving several people from being severely burned in December of 1957.

Lewis Jones, secretary-treasurer of Local 637, related that Ward was driving through Rochester, Ind., in the early hours of the morning. As he passed a grocery store, he noticed a bright glow. He stopped, immediately determined that the building was on fire, and called the fire department.

Ward then awakened the people living in a house adjacent to the grocery store, and assisted them to safety. In one smoke-filled room, Ward found an expectant mother with her four-year old son. He took them to the cab of his tractor to keep warm until help arrived, Jones reported.

Ward received a \$100 savings bond from the Trucking Association, and his employer, B. & L. Motor Freight, matched it with another \$100 bond.

Teamster Local Scores a First

The victory of Teamsters Local 816 in New York City in winning representation of commissary employees of the Horn and Hardart Automat chain recently was the first time in 47 years that any union had won the right to negotiate a contract for any part of the firm's thousands of employees.

Local 816 recently negotiated a first contract with Horn and Hardart which in some instances doubles the weekly wage of employees and secures substantial wage gains for all employees.

Under the new contract, platform men and helpers will receive \$84 per week, compared with \$42 per week prior to organization in Local 816.

The contract also establishes a five-day workweek with overtime for Saturday; tripling of paid holidays; a seniority system; and a welfare program costing the employer \$22 per month per employee.

New Credit Union Formed in Halifax

"Teamsters Credit Union Limited" has been established by Local 927 in Halifax, Nova Scotia, under a charter that covers all members of the Teamsters Local, their working associates, husbands, wives and children.

Many members of the Canadian Local belong to credit unions at their place of employment, but they have been invited to join the Teamsters Credit Union.

Credit Unions both in Canada and the United States provide members with an opportunity to save money, and at the same time make available to them low-interest loans.

Illinois Plans Annual 'Roadeo'

The State of Illinois' annual Truck Roadeo which will see some 100 drivers competing for honors and a chance to enter the American Trucking Associations' National Championships at Louisville, Ky., this fall, is scheduled for August 21-22.

Events will include straight truck, three axle tractor-semi-trailer, four axle tractor-semi-trailer, five axle tractor-semi-trailer and tank truck classes.

Contestants must have at least a 12-month accident free driving record to be eligible for the competition. Winners of the five contests will be given expense paid trips to the ATA event by the Central Motor Freight Association, which sponsors the Roadeo.

Last Ditch Smear Fails

'Disgrace to Senate', Hoffa Charges

AN ERA ended in Washington in mid-July.

As McClellan Committee Counsel Bobby Kennedy packed his Harvard accent to save it for millionaire brother Jack's presidential campaign, he took some desperation parting shots at Teamster President James R. Hoffa in what Kennedy termed as Hoffa's "farewell appearance."

Nine-Hour Session

A gruelling nine-hour session in which Hoffa defied the Committee to prove the phony charges made against him, apparently brought to an end the sorry McClellan-Kennedy story of two and one-half years of vicious anti-union smear in which the Big Lie technique played the dominant role.

Thoughtful Washington observers pointed out that the last two weeks of hearings brought the Big Lie technique into sharp focus:

1) During many months of testimony, the Committee denounced Hoffa and the Teamsters as a "menace to the country" because they were too strong and achieved too many benefits for the members.

2) When this approach failed to wreck the union, Kennedy did an about-face and tried to accuse Hoffa of making "soft" contracts and "concessions" to employers.

Outright Lie

These charges were branded by Hoffa as an outright lie.

And, in a point-by-point analysis of the charges, Hoffa clearly demonstrated that Kennedy had made no effort to present the truth.

At one point, Hoffa called Kennedy's conduct "a disgrace to the United States Senate."

The last few weeks of hearings also did two other things:

1) Completed the most severe harassment of a single American citizen in the history of the U. S. Congress, as



During a recess in the anti-union McClellan Committee's last ditch attempt to smear the Teamsters' Union and its General President, Hoffa points an accusing finger at Robert Kennedy, the Committee's chief counsel and demands that he put all of the facts in the record, not half of them. In earlier testimony Hoffa charged that Kennedy deliberately lied in a frantic attempt to distort the truth.

President Hoffa made his 13th and 14th appearances before the Senate Committee. He has answered all charges fully and not one single charge has been proven.

2) Took the wraps off its pretense of "investigation" and openly showed that its sole purpose from the outset has been to "get" Hoffa and the Teamsters.

Committee Charge

In its hearings, the Committee in the past few weeks had tried to show that a contract with Trans-American Freight Lines, providing for 1½-cent-per-mile payment in lieu of certain

fringe benefits such as layover pay, break-down pay, etc., represented a "concession" to the employer.

Members Approved

Hoffa pointed out to the committee that the provision, approved by the membership involved, actually contained a clause assuring the drivers that if they received less than the master contract called for, they would be reimbursed every 28 days, and if they received more, they could keep it as a bonus.

Another charge involved the leasing and sale of equipment by Riss Freight Line to its drivers, contending that Riss

was able to switch to an owner-driver operation instead of company-owned trucks because of a "friendship with Hoffa," thus charging exorbitant rates for the sale of its equipment to its drivers.

Hoffa and Riss both took the stand at different times, to deny the charge and to set the record straight. Hoffa pointed out that Riss, in bad financial condition, had gone completely to "piggyback" operation and had laid off some 500 drivers; that a number of the drivers appealed to Hoffa to see if some arrangement could be made to get the trucks back on the road; that Riss agreed to lease the trucks to the drivers at 5 cents per mile actually driven for Riss, and that if they ran

them for 275,000 miles, they could buy the trucks for an additional \$100; that they could lease the trucks with very little or no down payment and no interest would be charged; and that, if they leased the trucks from a commercial leasing company, they would have been charged \$50 per week plus 12 cents per mile.

Hoffa pointed out that all arrangements made with Riss to put this plan into operation were approved by the membership.

Hoffa further explained the operations of the Central States Grievance Committee and told Kennedy: "You show me a grievance that was called to our attention and I'll show you a grievance that was taken care of."

fire him should he decide on his own initiative not to go through that picket line. Under your Bill he would not only be in violation of the law, should he support a strike, he would lose his job as well, and, the union would not be able to protect him in either situation."

When Kennedy still contended that his Bill would not have this affect, the Teamster President offered him this challenge:

"If you honestly do not believe that your measure would have this adverse affect, and if you do not desire that it should, then I suggest to you that you incorporate a simple statement in this proposed law that all drivers, all union employees of every labor organization, shall have the right of their own free choosing to support any strike that they desire as an American citizen, and that in supporting a strike they will not forfeit their jobs.

Unsatisfactory Answer

Kennedy's answer to Hoffa was something less than satisfactory. "It is not necessary . . .," he said, hastily skipping over to Point 10 of the Teamsters' analysis of the bill dealing with Section 213. This section states that "It shall be unlawful to carry on picketing on or about the premise of any employer for the purpose of, or any part of, any conspiracy or in furtherance of any plan or purpose for the personal profit or enrichment of any individual except the bona fide increase in wages or other employee benefits by taking or obtaining money or other things of value from such employer against his will or with his consent."

Kennedy wanted to know why the Teamsters' Union objected to this section of the bill. Again, Hoffa made the Union's objections quite clear.

He said that when "you draw such loose language about personal profit or enrichment of any individual and at the same time put in an exception, the exception becomes narrow and wide open for adverse interpretation by any judge unfriendly to the labor movement. For example, it is fair to say that the language in this provision could well be interpreted to mean that a shop steward who may set on a grievance committee or a negotiating committee for an hour or two a week, and is paid by his employer, for that time he is off the job attending to union business, would be in violation of the law and could be subject to a \$10,000 fine and 20 years in jail."

Will Not Abuse Powers to Satisfy Political Whims, Hoffa Tells Kennedy

General President Hoffa, in his 13th appearance before the union-busting McClellan Committee, made it very clear that under no circumstances would he abuse the powers of his office to pacify the political whims of any group inside or outside the labor movement.

The Teamster leader's determination to conduct the affairs of the IBT in strict adherence to the democratic procedures spelled out in the Union's constitution was very much in evidence when he told Senator Kennedy (D., Mass.) that "the individual elected to the presidency of this International Union is expected to have enough common sense to be able to run this Union in such a way that the membership derives benefits from it and the officers derive benefit and protection from its constitution. He should not be stampeded into hasty actions based on headlines, editorials or hearsay statements. Instead, the president of this Union must act on factual information."

Politically Inspired

Hoffa's belief that the vicious attacks the Teamsters' Union has been subjected to during the past two-and-one-half years are politically inspired, was inadvertently sustained by Senator Kennedy, co-author of the strike-breaking Kennedy-Ervin Bill.

Kennedy bitterly complained about the Teamsters' Union's 18-point objection to the measure, and asked President Hoffa to show him where his bill prohibited an employee from cross-

ing a picket line or would cause him to be fired from his job if he did.

The Teamster President was only too happy to oblige. Said Hoffa:

"This type of legislation would prohibit our union from placing in our contracts provisions, that we currently have in most of our labor agreements, which state that an employee shall not be required by his employer to go through picket lines, and that he also shall not be required to handle hot goods or hot cargo by his own individual action. This same provision prevents an employer from discharging an employee for taking this individual action.

"Under your hot cargo provision (Section 707-A, B and C) the union could not insert our present provision covering this matter, and our members could not take this individual action. Thereby, for the first time in the history of the United States, you are making every truck driver a legalized strike-breaker."

Hoffa told Kennedy that the net result of this provision of the Kennedy-Ervin Bill would mean that "when an employee who works for a living with his hands driving a truck approaches a picket line of 10,000 or 5,000 people or one person, that truck driver would have to go through that picket line because this section of your bill expressly says he cannot decide for himself whether or not he will cross a picket line. It is also very conceivable, based upon our past experiences, that his employer would

Facts Misrepresented

Negro Members Protest 'Bias' Charge

THE union-busting McClellan Committee, headed up by that "Great Supporter" of Civil Rights, John McClellan, which has a hypocritical concern for the working man while dishing out huge portions of strike-breaking proposals to the Congress, "bled" profusely over a half dozen pages of privileged testimony this month about the way Negro workers were treated by the Teamsters' Union.

The phony indignation of the "McClellan Players" was warmly received by grinding television cameras focused on Ross Hill, a former Teamster member.

Hill, a Negro, was an owner-operator in Detroit in 1950. He told the Committee that shortly after he purchased a truck the company he transported for went out of business. Later, Hill testified, he went broke, charging that his misfortune was brought about by the segregation policy of Local 299 and President Hoffa.

Hill also told the Committee that he was positive that there were only five or six Negro members in Local 299.

150 Offer True Story

Almost before the words were out of McClellan's "friendly" witness' mouth, over 150 Negro members of Local 299 offered the Committee the true story. McClellan, not to be swayed by the facts, refused to permit the voice of Local 299's rank-and-file members to reach the record. Here's what they said to McClellan in a telegram:

"This is to inform you that we, the members of Local 299, are making a formal protest against the accusations brought in front of your Committee in regards to our local president, Mr. James R. Hoffa. We are Negroes and have been members for a number of years of Local 299. We have never been discriminated against. We have never known Mr. Hoffa to discriminate against our brother members.

"We would like for you to make this telegram known to the public for our record."

The telegram was signed by H. Patrick, Good Year Rubber Company; Loren Basser, Penn Dixie Cement Corp.; T. L. Edwards, Detroit Harbor Terminal; B. Stephens, Lakeshore

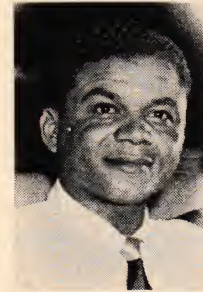
Warehouse; and 150 more Negro members of Local 299.

Another communication that received the brush off from the "good" Senator, was one from Larry Campbell, a Negro business representative for Local 299.

False Accusation

In his telegram to McClellan, Campbell took sharp issue with what he termed "false accusations and implications against James R. Hoffa." He told the Committee that "since it has become a forum for such false accusations and implications, I am putting you on notice so that you can set the public record and the Committee's record straight. These implications and accusations regarding discrimination against Negroes by Mr. Hoffa and Lo-

cal 299 are false. Please be advised that I know they are not true because



Larry Campbell

I am a Negro member of Local 299 — and also very proud to inform you that I am also a business representative for Local 299."

Campbell also pointed out that there are hundreds of Negro members in Local 299 and at least four other Negroes who are Teamster officials within Joint Council 43.

He said that the stories told to the McClellan Committee were told by

Hoffa Calls for
"No Discrimination"

General President James R. Hoffa, in a letter to all local unions, has urged the practice of "non-discrimination because of race, color, or creed" throughout the International Union.

He said this policy was reaffirmed at the February meeting of the General Executive Board. "However, to simply reaffirm this policy means nothing unless we are prepared to take positive action."

He specifically urged each local union "to assist in obtaining employment for everyone, regardless of race, color or creed.

Equal Opportunity

"As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets," he declared.

President Hoffa asserted that the Teamster policy of non-discrimination "is based not only upon our (union) Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man.

"As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen.

"On behalf of the General Executive Board, I urge each and every local union to take positive action in this regard."

President Hoffa cited the Teamster Constitution (Section 2, Article II) which declares: "Any person of good moral character, employed in the craft or the various employments over which this International Union has jurisdiction, shall be eligible to membership in this organization."

He wrote that "the General Executive Board asks your full support in enforcing our non-discrimination policy."

In one of his first acts as General President, James R. Hoffa made clear the Teamsters Union policy against discrim-

ination. Here, reprinted from the May, 1958, issue of the Teamster, is the story as it actually appeared.

people that in his opinion were just lying or did not know a single thing about the operation or membership of Local 299.

"If, Sir," Campbell wired, "you desire any further information from me on this matter, feel free to contact me at any time. In view of the facts, I respectfully request that you, through your Committee, cause a public statement to be made retracting the false accusations and implications that have been made through your committee regarding discrimination against Negroes by James R. Hoffa and Local 299."

General President Hoffa's position on "No Discrimination" has been a matter of public record for many years. In the May, 1958 issue of the *INTERNATIONAL TEAMSTER*, he reaffirmed this policy. He said, in part:

"As members of the American labor movement, we support every tenet of Americanism. Equal opportunity is one of those tenets. The Teamster policy of non-discrimination is based not only upon our union's Constitution, but also upon the traditional belief of the labor movement in the brotherhood of man.

"As Americans, we should be opposed to bigotry and racial discrimination at every turn, and do everything possible to make the Bill of Rights a reality for every citizen in this great country."

It was nearly a year later, when the General President demonstrated that he meant what he said to an unsegregated meeting in Baton Rouge, La. During a question and answer session attended by some 2,000 Esso oil workers, the emotion-charged meeting fell silent when Hoffa was asked, "How does the Teamsters' Union stand on the subject of integration?" This was Hoffa's answer:

"I recognize only one type of person in the United States and that is the American citizen. And I recognize the fact that all blood is red. And I recognize the fact that when we had a war, regardless of race, color or creed, we banded together.

"And I recognize the fact above and beyond all, that human beings, being what they are, must live together or have individuals take advantage of their separation.

"... I believe all men are born with equal rights and I will not stand here and tell you that an individual does not have the same rights because of color."

Hoffa, Williams Denounce Testimony Of Attorney Seeking Schmidt's Fees

A charge by New York attorney Bartley Crum that the Teamsters had tried to "make a deal" with him looking toward the resignation of Godfrey Schmidt as a monitor was also denounced by President Hoffa in the latest round of hearings.

Hoffa told the Committee that Crum was the one who originated the proposition, and that he (Crum) sought to become a monitor himself.

Crum was representing Schmidt in an effort to collect the fee of \$105,000 Schmidt was seeking for representing the so-called "13 rank-and-filers" in New York in the original suit to set aside the results of the 1957 Teamster convention. The union has fought against payment of this fee, contending it was ridiculously exorbitant.

Teamster General Counsel Edward Bennett Williams said that all subsequent discussions with Crum on the question of settling Schmidt's fee were "perfectly proper and moral." He suggested to Counsel Robert Kennedy that the matter be referred to the Ethics Committee of the American Bar Association to see if it were not correct procedure.

He pointedly told Kennedy that "the lawyers on this committee will understand this."

Crum spent several hours on the witness stand weaving a fantastic story which involved the Federal Bureau of Investigation, Judge Dickinson Letts, Longshoremen officials Harry Bridges and Louis Goldblatt, Godfrey Schmidt, Teamsters President James R. Hoffa, General Julius Klein, a Washington public relations official who ran Republican Senator Robert Taft's campaigns, and Williams.

Schmidt Resigns

Godfrey P. Schmidt, a court-appointed monitor has resigned after a Circuit Appeals Court found he had a potential conflict of interest in representing employers while being a monitor.

Lawrence Smith, an associate of Schmidt, has been named by Judge Letts to succeed him.

According to Crum, he was approached by Bridges and Goldblatt who claimed that Hoffa wanted to replace the labor-hating Schmidt with a pro-labor monitor. In return, Crum charged that Hoffa would agree to pay the \$105,000 legal fees demanded by Schmidt, and that Crum would succeed Schmidt.

Hoffa testified that Crum originated the idea that he be appointed a monitor. Crum used Bridges and Goldblatt, to seek Hoffa's reaction to Crum being a monitor. Hoffa said that he was told that Schmidt would gladly resign, if only he got paid the legal fees he demanded for work that he didn't do.

Hoffa's comment on the possibility of Crum becoming a monitor was that the Teamsters had a constitution, and that he was not going to go beyond it. He said that he told all parties concerned each time they approached him on the idea that "it was a court case and had to be handled by the court, not by Hoffa." He noted for the committee that Crum had testified to the same fact.

The Teamsters constitution has barred communists from membership since 1935, long before many other people realized the internal threat of communism. Bartley Crum has been warmly publicized in the communist newspaper, *The Daily Worker*, for fighting Congressional attempts to outlaw the communist party in the United States, according to the House Un-American Activities Committee.

The Committee files also indicate that Crum was vice president of and a bulwark in the National Lawyers Guild which was cited in 1944 as a communist-front organization, and "the foremost legal bulwark of the communist party, its front organizations and controlled unions." A California legislator once denounced Crum as a "Communist for every practical purpose."

He was also an officer or sponsor of the National Committee to Win the Peace, the Joint Anti-Fascist Refugee Committee, the American Committee for Spanish Freedom, and the California Labor School, all cited by the Attorney General as Communist organizations, according to the records of the House Un-American Activities Committee.

WESTERN UNION
SENDING BLANK

CALL
LETTERS

MDV

CHARGE TO INT'L BROTHERHOOD OF TEAMSTERS
JUNE 29, 1959

THE HONORABLE JOHN KENNEDY
UNITED STATES SENATE
WASHINGTON, D.C.

Page 2

POINTS YOU RAISE BECAUSE I THINK EACH ONE HAS A
SERIOUS INACCURACY IN IT UNQUOTE. NOT ONLY WILL I BE
HAPPY TO DISCUSS THIS MATTER WITH YOU BEFORE THE
SELECT COMMITTEE WHEN I RETURN THIS WEEK BUT I ALSO
TAKE THIS OPPORTUNITY TO INVITE YOU AND YOUR LEGAL
ADVISORS TO MEET WITH ME AND MY LEGAL ADVISORS AND
LEGISLATIVE REPRESENTATIVE IN THIS MATTER FOR A
DISCUSSION ON RADIO, TELEVISION OR ANY OTHER FORUM
YOU CARE TO SELECT FOR THIS PURPOSE OR IN PRIVATE
CONFERENCE.

I AM SO CONFIDENT THAT THE AMERICAN PEOPLE
WILL MAKE A WISE DECISION AFTER THEY HEAR OUR
RESPECTIVE POINTS OF VIEW ON THE MATTER OF THE KENNEDY
ERVIN BILL THAT WE IN THE TEAMSTERS UNION WILL BE
HAPPY TO ARRANGE FOR ANY NATIONAL TELEVISION OR
RADIO PROGRAM FOR THIS PURPOSE.

JAMES R. HOFFA
GENERAL PRESIDENT
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

'Too Busy' for Debate

Kennedy Declines Hoffa Challenge

TEAMSTER President James R. Hoffa charged last month that Senator John F. Kennedy "is afraid to debate the merits of his labor bill with us on a radio or television network so that the American people can decide whether it is a good bill or a bad bill."

Hoffa invited Kennedy by telegram to "a discussion on radio, television or any other forum you care to select for this purpose or in private conference," following Kennedy's charges during Senate Committee hearings that an 18-point Teamsters Union analysis of the Kennedy-Ervin Bill contained "serious inaccuracies."

Kennedy declined the invitation on the grounds he was too busy to go around debating his bill with individuals.

The Teamster president declared that "from some of his public utterances about how this bill would supposedly help the union member, I doubt that even Senator Kennedy knows what is really in his bill. The truth is that this bill would seriously weaken the labor movement in its organizing and collective bargaining function, and turn labor unions into political puppets of the party in power."

He said that "Senator Kennedy owes it to the American public to let both sides of this controversy be aired so the voters can make up their own minds."

During Hoffa's appearance before the McClellan Committee, Kennedy told Hoffa: "You are coming back

next week. I will go through this matter point by point with you if you will consult your attorneys this weekend. We have been at the thing quite a long time but I have a comment to make on each one of the points you raise because I think each one has a serious inaccuracy in it."

On Hoffa's return, however, Senator Kennedy failed to bring up the matter until the closing moments of the hearing. Hoffa told him, "I am willing to stay here all night to discuss your bill," and repeated his challenge to debate, but Senator Kennedy dodged the issue. Hoffa in his telegram told the Senator: "Not only will I be happy to discuss this matter with you before the Select Committee when

I return but I also take this opportunity to invite you and your legal advisors to meet with me and my legal advisors and legislative representative in this matter for a discussion on radio, television, or any other forum you care to select for this purpose, or in private conference.

"I am so confident that the American people will make a wise decision after they hear our respective points of view on the matter of the Kennedy-Ervin Bill that we in the Teamsters Union will be happy to arrange for any national television or radio program for this purpose."

During his appearance before the Committee, Hoffa charged that the Kennedy-Ervin Bill is a "strikebreaking, union-busting bill."

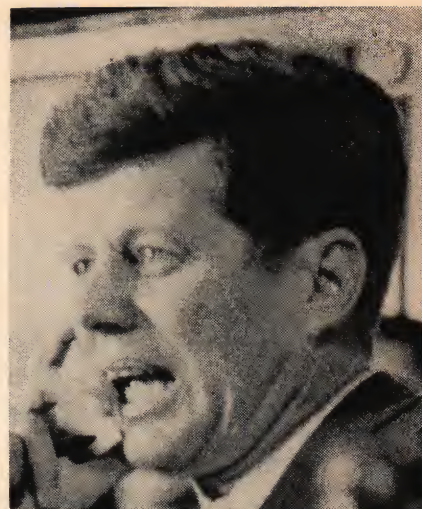
The 18-point analysis to which Kennedy referred was mailed by the Teamsters Union May 6 to 47,000

local unions in the United States, both in and out of the AFL-CIO, charging that the bill "will convert the American labor movement into one large company-dominated union that will make it an adjunct of the government to be run by an all-powerful labor czar."

The Teamsters Union also charges that the banning of "hot cargo" would require "that any employee who is engaged to operate a common carrier must go through a picket line or lose his job."

The analysis also charges that "the Secretary of Labor is given 21 powers with extremely broad standards so that he can exercise his power without limitation, as there are no criteria to guide his judgment in making determinations under the Act."

It also charges that the Labor Secretary "has unlimited power to harass any union he may choose to make a political target."



SENATOR KENNEDY
... ducks debate

The 18-point summary was printed in full in the May issue of the *Teamster*.

McClellan, Mundt, Curtis

AFL-CIO Brands Three 'Anti-Labor'

Three members of the anti-Teamster McClellan Committee, including Chairman John McClellan of Arkansas, Senators Karl Mundt of South Dakota and Carl Curtis of Nebraska, were condemned as anti-labor last month by the AFL-CIO's Committee on Political Education (COPE).

Four Measures

Four measures strongly supported by organized labor were the basis of COPE's conclusion. Senators Mundt

and Curtis voted against all four of the measures, while McClellan voted against three of the four. All four Senators must stand for election next fall.

COPE stated that "three measures (were) aimed at plugging loopholes through which stockholders, expense account chislers and oil companies escape paying their fair share of income taxes to the tune of some \$1.5-billion." The fourth measure was "to help dependent children, the blind, the disabled, the needy and the aged," COPE said.

Objectives

Specifically the four measures, according to COPE, would have accomplished the following objectives:

- (1) Repealed the 4% credit against taxes on dividends, sponsored by Senator Eugene McCarthy of Minnesota.
- (2) Denied deduction of more than \$1,000 a year for entertainment expenses, gifts, dues or initiation fees, and travel to outside the North American continent to attend conventions or for advertising expenses, sponsored by Senator Joseph Clark of Pennsylvania.
- (3) Reduced the depletion allowance tax subsidies for oil and gas com-

panies to a sliding scale from 27½% for the smallest oil producers to 15% for the largest, sponsored by Senator Paul Douglas of Illinois. (The present allowance permits all oil producers to subtract 27½% of their total income before they even start to compute their income taxes.)

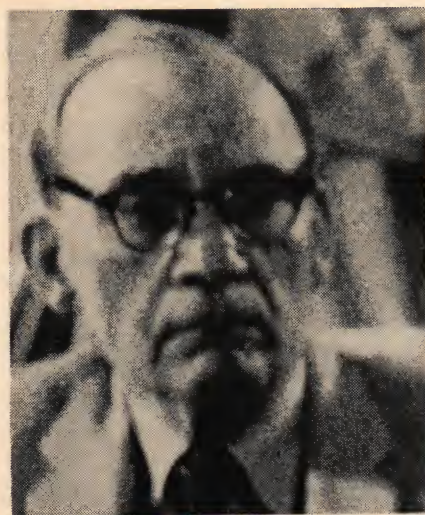
(4) Increased Federal appropriations for assisting dependent children, the blind, the disabled, the needy and the aged so that they would receive an average of \$3.00 more per month than they now receive, sponsored by Senator Russell Long of Louisiana.

Measures Defeated

All four of the measures were defeated, although the Long measure was passed by the Senate, but later defeated during a House-Senate conference on the bill.

Senators Richard Neuberger of Oregon and Estes Kefauver of Tennessee were the only two Senators, who are up for reelection in 1960, to vote in favor of all four measures, COPE said.

COPE promises more on-the-record evidence of the three Senators' utter disregard for the problems facing members of organized labor in this country at the close of the 86th Congress.



Anti-Labor McClellan



Hoffa Tells Newark Teamsters

IBT to Appeal Court Decision

THE U. S. Court of Appeals decision on the court-appointed monitors and the Teamster Union will be appealed to the Supreme Court, Teamster President James R. Hoffa said last month.

Speaking earlier to a huge cheering audience of Teamster members from Joint Council 73 in Newark and their guests, Hoffa said, "While we may not like the decision in its entirety, it is a decision of the courts of the United States and deserves all the dignity of that court. But we will appeal it."

Authority Questioned

The issue between the International Union and the monitors was whether or not the monitors had the authority to force Teamster officials to abide by their orders, even in those cases where the IBT contended the monitors were violating the union constitution. Teamster officials claimed that the monitors authority was only advisory, but they cooperated with all monitor recommendations where the Teamsters Union constitution was not violated.

The monitors sought to enforce their recommendations on Teamster officials by having Judge Dickinson Letts modify the original consent order, making monitor recommendations mandatory rather than advisory. Letts decision was appealed to the Court of Appeals.

Not Mandatory

The court ruled that the monitors' recommendations are not mandatory on Teamster officials. The court said that monitor recommendations to be mandatory have to be backed by a court order.

This is the court's language:

"Thus far we hold (1) the consent decree is valid, (2) it gives the Monitors no mandatory power, (3) except as to drafting of proposed by-laws their powers are recommendatory, consultative, and advisory, but (4) they are authorized to report from time to time to the court with respect to compliance with the consent decree itself, and (5) the consent decree is not immune from modification with respect to the time

for bringing about compliance with its primary obligations.

"We are not entering our judgment simultaneously with handing down this opinion. This variation from the usual practice is due to the nature of the case and our desire to expedite the ultimate solution of the litigation by affording an opportunity now, before entering judgment, for the parties and the Monitors to agree if possible upon a form of judgment which is consistent with our opinion, or to seek clarification before entry of judgment . . . Accordingly the parties and the Monitors are allowed ten (10) days for the purposes stated."

Conflict Found

The court found a conflict of interest in the role played by Godfrey Schmidt, one of the monitors. Schmidt is a legal advisor to several employers having labor contract negotiations, while serving as a monitor.

This is the court's language with regard to Schmidt:

". . . The undisputed facts are that during the time Mr. (Godfrey)

Schmidt has been a Monitor he has represented Producers Distributors Associates, an employer, in arbitration proceedings in New York involving Teamster Local 816, including conferences with the Secretary-Treasurer of the local in New York; that a member of the office of Mr. Schmidt appeared before the National Labor Relations Board on behalf of Howard Johnson Restaurants in connection with decertification proceedings involving this same local; that he represented the Schraffts Restaurant chain in New York and in connection therewith assisted to some degree in passing upon a contract between Teamsters' Local 816 and a trucker company who is the commissary carrier for Schraffts, and had conferences on the contract with the Secretary-Treasurer of the local; that his firm represented the Coin Service Company of New Jersey in negotiations of the company looking toward a contract with Local 575, a Teamster local in New York, and also represented the Independent Sanitation Owners Group of New York in contractual negotiations with Teamsters' Local 813. There is no suggestion by us that in any of these matters, or otherwise, Mr. Schmidt has not conducted himself lawfully, in good conscience, and openly; but we believe conflict of interest exists nonetheless. His private employment in negotiating with Teamster locals on behalf of employers tends potentially—and that is all that is necessary to create conflict of interest—to condition the exercise of his public responsibility as an officer of the court. Obvious, too, is the potential pressure upon Teamster locals in negotiating terms of employment with one who while representing the bargaining employer is a Monitor who possesses great influence in the affairs of the Teamsters.

"Since, however, Mr. Schmidt is an officer of the District Court, we simply state our disagreement with the finding (by Judge Letts) that no conflict of interest was shown. Whether the conflict of interest which was shown disqualified him as a Monitor is a matter to be determined initially by the appointing court in the exercise of a sound discretion on our remand of the case."

Other statements contained in the Court of Appeals decision included:

"... Defendants urge that the decree of February 9, 1959, invalidly transforms the powers of the Moni-



President Hoffa
"... We will appeal"

tors from those of an advisory, consultative, and recommendatory character to those of command. Yet both the plaintiffs and the Monitors concede that the Monitors cannot command. This tends to dispel whatever misunderstanding may have existed, due in part no doubt to the method by which the Monitors functioned and spoke at times. . . . The Monitors may make recommendations to the defendants in areas where the defendants have substantive obligations under the consent decree. These rec-

ommendations may be in writing if desired. Preferably they should be issued only after consultation and accompanied with efforts to obtain compliance. If the Monitors are advised that defendants fail to comply in any significant respect with their obligations under the consent decree, the Monitors may so report to the court. They are required to report at least semi-annually and of course may do so oftener, for this duty is not to be construed narrowly. The court itself, after due opportunity for defendants to be heard, may issue orders within the scope of the consent decree, validly modified as hereinafter explained. We emphasize that action of the court must rest upon its decrees, not upon the Monitors' recommendations as such, and is to be embodied in an order of the court, not conveyed by reference to a separate instrument.

"(Judge Letts ruled that) the Defendant provisional officers and the Defendant International shall comply promptly and fully with all future Board of Monitors' Orders of Recommendation that are reasonable and relevant to the basic purposes of the Consent Decree.

"This provision, which is questioned, we set aside for the simple reason that defendants may not, by this general court order, be placed under obligation to comply with future Monitors' recommendations the terms of which are not known. Violation, if it occurs, must be in respect of specific court orders. This is basic to correct judicial administration."

New York City Teamster Local Wins \$1.23 Per Hour Wage Increase, Other Gains

Three historic firsts in gains for public employees were won by Local 237, Teamsters, of New York City, a union of public employees. The beneficiaries are pipe caulkers employed by the City's Department of Water Supply, Gas and Electricity.

Henry Feinstein, president of the local, said the three "firsts" were:

"1. The highest raise ever won by a group in a given title, \$1.23 an hour, bringing the rate to \$4.35, equalling \$7,612.50 a year.

"2. A 35-hour week, consisting of five seven-hour days, instead of 40 composed of five eight-hour days. This is the first 35-hour week accorded per diem employees by New York City.

"3. Establishment of a welfare fund

for the first time in the city government's history. The city will contribute \$2 a day toward the fund. Employees will get a lump-sum payment from the fund on retirement. This is in addition to the city pension and, if so entitled, to Social Security pension. The city guarantees up to 280 days retroactive welfare fund benefit, or \$560.

"We won not only the recent raise for the fiscal year starting July 1, but back pay to 1957, averaging \$900 a man, for employees who filed timely Labor Law complaints. All Local 237 employees practice timely filing, for our local has them to fill out the papers and files the complaints for them at the comptroller's office."

AFL-CIO Officials Laud Hoffa at Nashville Meet

Speaking to AFL-CIO officials in Nashville, Tennessee, recently at the invitation of the Building Trades, President Hoffa brought home the importance of organized labor's fight to defeat the strike-breaking, union-busting Kennedy-Ervin bill.

Receiving a standing ovation from 250 AFL-CIO officers and delegates, Hoffa charged that if the measure was passed by the 86th Congress all union members and their representatives would become second class citizens.

"Unfortunately, some AFL-CIO leaders have failed to inform their membership of the evils of the bill because of their fear of the McClellan Committee," Hoffa declared. "It is encouraging, however, to note that recently even those in high places within the AFL-CIO who publicly supported the bill have taken a more searching look at its provisions and have come out against it."

Hoffa told the AFL-CIO group that Tennessee's Senator Gore "has acted against the best interest of working men and women in this state when he introduced his resolution concerning 'Hot Cargo.'"

"If this section of the bill becomes law," the General President pointed out, "every Teamster member in this country will become organized strike-breakers."

'Hot Cargo' Warning

He warned his audience that they had more to fear from the "hot cargo" provision than the Teamsters.

Hoffa hotly denounced the reporting section of the union-busting proposal, and told the session that since most of the Building Trades locals in their community were comprised of 150 to 300 members, the provision would virtually put them out of business.

The Teamsters' President also discussed in detail the IBT's 18-point objection to the proposed legislation.

At the close of his address, Hoffa was again greeted by a standing ovation.

In informal talks prior to his departure to his Washington headquarters, AFL-CIO leaders told Hoffa that many of their officials and members were not completely informed of the bill's hidden anti-labor intent until they had received the Teamsters' analysis of the measure.

Central Labor Bodies in 3 States Seek Reaffiliation of Teamsters

AFL-CIO Central Labor bodies in California, Texas and Massachusetts have adopted resolutions in the last few weeks calling on AFL-CIO leadership to seek immediate reaffiliation of the International Brotherhood of Teamsters.

The most recent activity in behalf of the Teamsters Union came in Boston last month, when the executive committee of Greater Boston Labor Council AFL-CIO voted nine to six to urge the AFL-CIO to ask the Teamsters to come back into the "family of labor."

In Houston, Tex., the AFL-CIO Labor and Trades Council voted unanimously to return the Teamsters to the AFL-CIO. G. E. Wood, president of the Houston Council, took particular pains to discuss Teamsters reaffiliation, but there was no opposition. "We've always gotten along with the Teamster locals in Houston, and most of us regretted having to drop them, when the expulsion orders came down from the AFL-CIO," another official said.

In California, the Sonoma County Central Labor Council, the Central Labor Council of Butte and Glenn counties and the Sonoma-Mendocino Building Trades Council voted to urge the AFL-CIO to seek readmission of the Teamsters in the AFL-CIO.

Some of the pro-Teamster action has resulted from the resolution passed earlier by New York's Nassau-Suffolk Central Trades and Labor Council AFL-CIO. The Nassau-Suffolk group circulated its resolution to all international unions and central labor bodies, urging them to adopt the resolution demanding reaffiliation of the Teamsters.

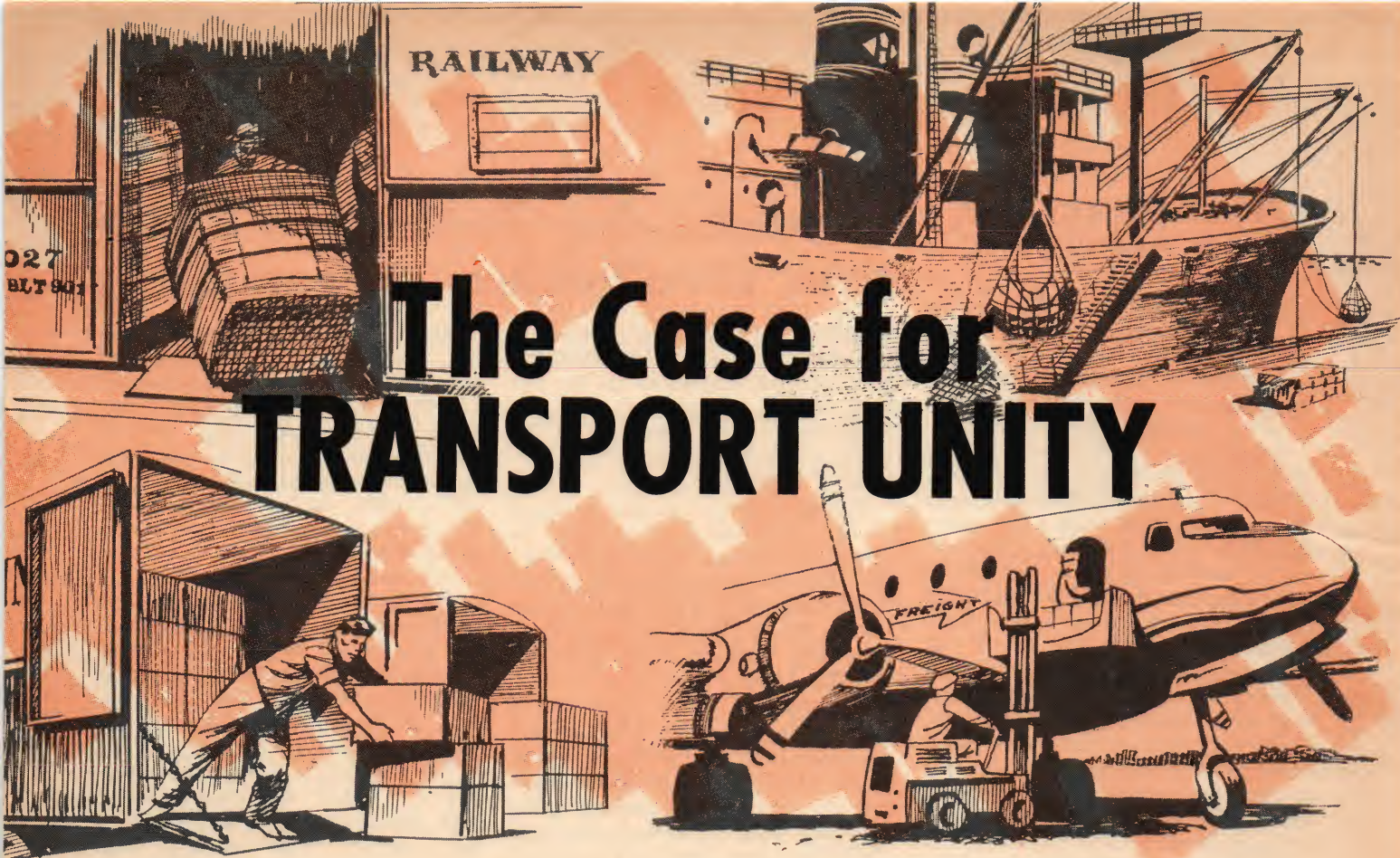
The resolution declared, "... the place for the country's largest trade union is within the family of labor, and nothing constructive has been or can be accomplished by its continued banishment. It is now clearly evident that the forced disaffiliation of the Teamsters was a serious error."

The resolution adopted by the Boston Council was later defeated with delegates from the old CIO unions casting a block of votes. The final outcome was 71-42. This was interpreted by many as a victory for the Teamsters because many of the delegates, both AFL and CIO, admitted that they favored reaffiliation of the Teamsters, but felt obliged to go along with the AFL-CIO policy.

Teamsters General President James R. Hoffa has stated on several occasions that the Teamsters are definitely interested in rejoining the AFL-CIO. However, he has cautioned that the Teamsters would not rejoin at a sacrifice of its honor and integrity.



General President Hoffa, foreground at left, is shown receiving a standing ovation from AFL-CIO officers and delegates at Nashville, Tennessee. Hoffa bitterly attacked the Kennedy-Ervin bill which he said would reduce union members and union representatives to second class citizens and strike-breakers.



The Case for TRANSPORT UNITY

By Joseph Curran, *President
National Maritime Union*

IT HAS been almost a year since the National Maritime Union, together with the International Brotherhood of Teamsters and the International Longshoremen's Association proposed a Conference on Transportation Unity.



Joseph D. Curran

Since these three great unions proposed such a Conference, the general public has read in the newspapers, heard on their radios and viewed on television that a Conference of this nature is bad for the country and a move by unions to control land, sea and air transportation in the United States. These charges are absurd and a deliberate distortion of the proposal's purpose and intent.

It is time that the record was set straight.

The Conference on Transportation Unity was proposed after many months of extensive study by unions concerned with common problems that greatly affect their respective memberships,

management and the general public. The Conference was designed to resolve these problems with the least possible disruption of freight traffic identified with this complex industry. It was designed to establish a stability in the transportation industry through close coordination between the many different elements that make up the nation's vast transport network.

Management long ago realized the need for such a Conference. And, they did something about it. They set up various types of transport conferences, institutes and associations on the local, regional and national levels. Their purpose then, as ours is now, was to promote stability, solve mutual problems and settle differences. They have accomplished many of these objectives by mergers, expanding into different branches of the industry and by taking control of services essential to transport.

Union members employed in the transport industry have long needed the same type of economic protection already instituted by management. The Conference proposed by unions in this field would give that protection through the stability of collective

bargaining.

Let us take a look at some of the reasons why transport unions believe that a Conference on Transportation Unity is necessary. The unions engaged in collective bargaining in this industry are generally strong, but, historically, they have been confined to their own separate area and have negotiated individually with their segment of transport management. Consequently, the action taken by one union organization has affected all other transport unions, directly or indirectly. In many cases, and through no fault of the negotiating union, adverse conditions have been experienced by non-negotiating labor organizations, management and the general public. Uniform expiration of transport contracts, a prime objective of our proposed Conference, would eliminate these distasteful experiences.

The concept of a transport conference is not new. There have been many efforts by maritime unions in the past to develop a council of transport unions which could be employed to solve common problems, discuss jurisdiction and peacefully work out other differences that might arise. Unfor-

unately, these past efforts failed. The basic reason for their failure was that initiate organization was not broad enough. Unions were brought together that were in direct competition with one another, and in many instances there was no real confidence or understanding between the principals. The combination of narrow makeup and a lack of confidence left little balance of agreement when differences developed. The Conference we now propose is a sound one and devoid of such pitfalls.

Both government and management are well aware of the complex problems facing the transport industry. It is fair to say that they are most anxious to see maritime unions working together. Time after time they have asked us if we couldn't do something about bringing the unions together to eliminate what they termed "chaos and conflict."

The Congressional Record reveals the statements of Senators and Congressmen who blame contractual impasses and transport unrest on the existence of varying contract dates in the maritime industry. Reports of the House Merchant Marine and Fisheries Committee, under the chairmanship of Congressman Bonner, consistently point to this situation as one of the main obstacles preventing stability in the industry. Shipowners and their associations are also making much of this point when explaining their problems. And, it was just last year that Secretary of Labor James Mitchell personally asked the NMU and the SIU to get together and work out this problem in the public interest.

Since the maritime unions and other transport unions are ever aware of their responsibility concerning the welfare of their membership, the industry they bargain with and the general public, some 11 months ago the Teamsters' Union, NMU and the ILA announced its plans for a Conference on Transportation Unity. In one of the CTU's first formal announcements, it was made clear that the organization was open to all unions in the field of transportation. Some of the newly formed Conference's objectives were also outlined, and included such vital matters as common expiration of transport contracts, the settling of jurisdictional disputes between member unions of the Conference, resolution of mutual problems such as "run-away" flags and a firm program aimed at improving progress and stability in



Among the leaders of 14 international unions attending a recent transportation meeting were (left to right): Paul Hall, president of the Seafarers International Union; Joseph Curran, president of the National Maritime Union; Teamsters president James R. Hoffa; Harold J. Gibbons, Hoffa's executive assistant; and William Bradley, president of the International Longshoremen's Association.

the transportation industry.

Now, since management, government and certain public groups have avidly advocated such a Conference, one would be prone to believe that its announcement would be applauded by these interests. But, what happened? No sooner had CTU drawn its first breath of life, than the very people who wanted to see harmony in America's transport unions began to shout "monopoly" and "conspiracy."

And, who did they attempt to use for their "whipping boy?" None other than the man who not only promised, but gave the ready co-operation of his great Union—Jimmy Hoffa.

Anti-labor politicians, the public press and a few misguided, self-styled labor leaders called the proposed Conference a "Hoffa conspiracy." Every time the General President of the Teamsters answered a request from the maritime unions and sat down with us to discuss such important issues as the "run-a-way" ships, screaming headlines the country over announced that Hoffa was going to take over the country. How ridiculous can you get? The press, television and radio intentionally forgot to tell the American public that the Conference's structure made it impossible for any of its affiliates to dictate or dominate the operation or programming of the Conference. Instead, they misquoted, misrepresented and distorted nearly every public announcement from the CTU.

That "great defender" of the working man, Senator McClellan who piously ignores the deplorable plight of working men and women in his home state of Arkansas, took special delight in denouncing the CTU and its member unions. The best that can be said about his outburst is that his labor

record is still batting 1000.

The question in point, it seems to me, is what are these forces really after. What is the real reason for all this objection to CTU? The answer, I believe, lies in the political climate we find our enemies cultivating and, sadly, a few of our legislative friends going along with. They are after a labor bill that will provide the means for crippling unions. They want a bill that will make unions helpless at the bargaining table and unable to protect the interests of their members.

They know that the transportation industry as well as most any industry you might name is on the threshold of a tremendous industrial revolution because of the rapid advance of automation. These developments in automation are right now demanding adjustments in collective bargaining where unions are finding it necessary to revise classifications and other contract provisions to insure a minimum loss of jobs. In the face of these adjustments, which are both economic and social, legislation that would be damaging to the trade union movement, such as the so-called labor reform bills currently being considered by the Congress, would put future gains for union members in serious jeopardy and would endanger existing wages, hours and conditions of employment. In my opinion, these facts constitute the reasons why CTU has met with such unfair opposition.

While there has been little recent development regarding CTU programming because of the wild, unreasonable hysteria that surrounds the proposal, it is my considered opinion that the proposal is a sound and beneficial one and should be put into operation at the earliest possible date.

Former Kansas Governor Warns GOP on Backing 'Right-to-Work'

Former Kansas Governor Fred Hall charged last month that the National Right-to-Work Committee has served notice that it is going to "fight to the last Republican," if necessary, to enact state "right-to-work laws."

Governor Hall, who vetoed a so-called right-to-work law during his term of office, referred to an announcement by William Harrison, "right-to-work" leader, stating that his group will "wage our fight harder than ever" in the 1960 presidential election.

The Republican National Committee has warned GOP hopefuls that "backing right-to-work laws is political suicide." It has also requested that Harrison and his group cease urging

the right-to-work issue on GOP candidates, according to Hall.

"The National 'Right-to-Work' Committee's cynical answer to statements by Republican party leaders that support of 'right-to-work' laws cost the GOP the 1958 election is to ignore this political fact-of-life. . . ."

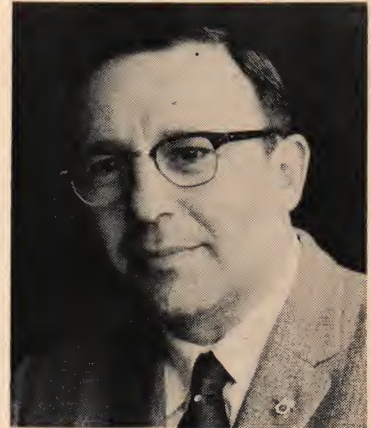
"Harrison and his 'right-to-work' zealots apparently are willing to fight to the last Republican if they can destroy the right of labor to organize, and for labor and management to bargain collectively, in even one more state."

Hall added that support by Republican candidates of the "right-to-work" proposal was the result of "pressures"

brought by "influential sponsors" of the laws.

"Harrison and his 'right-to-work' sponsors now brazenly indicate they plan to renew pressure on Republican candidates to support these unwise and dangerous state laws in the 1960 campaign," the former governor declared.

Board Confirms Konowe Appointment



Joseph Konowe

The General Executive Board of the International Brotherhood of Teamsters at its recent meeting confirmed the appointment by President James R. Hoffa of Joseph Konowe to the position of administrative assistant.

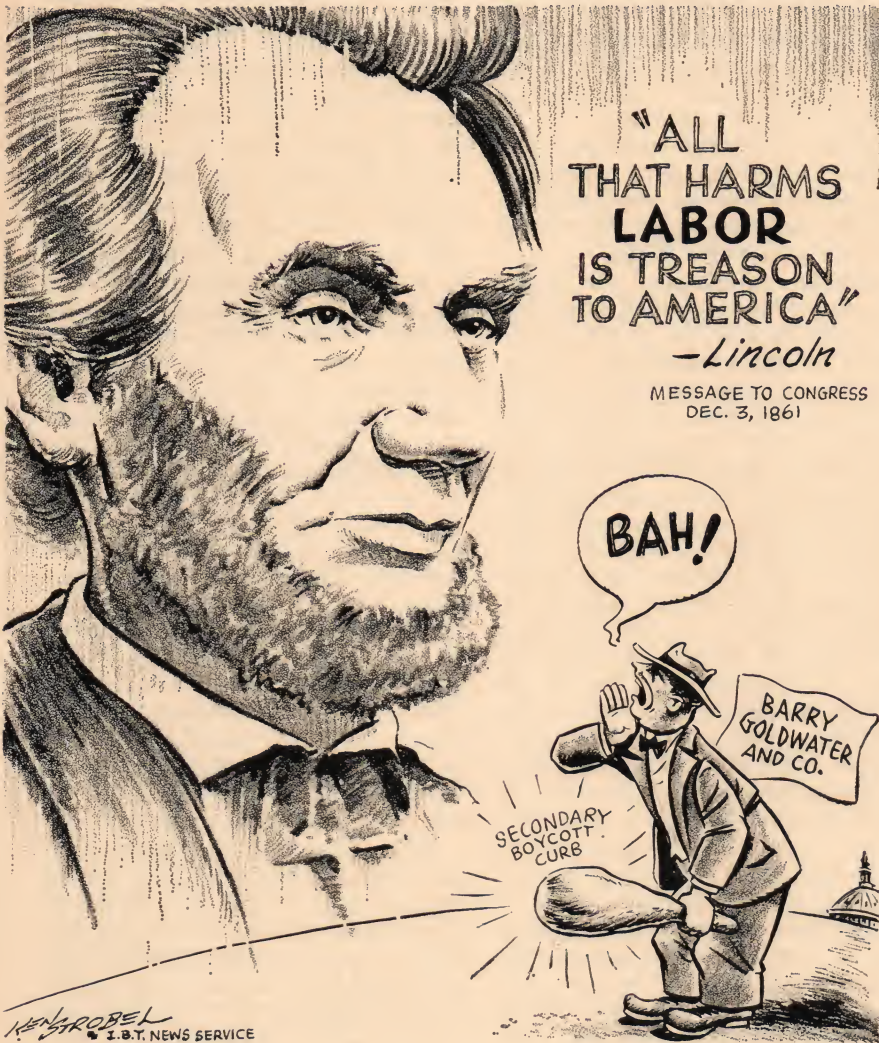
Konowe has been in the labor movement since 1930 and has held a variety of positions ranging from local union secretary-treasurer to International Vice President, editor and general organizer in the CIO.

A Teamster for seven years, Konowe is secretary-treasurer of Local 210 in New York City and chairman of the legislative committee of Joint Council 16 by appointment of President John J. O'Rourke.

He is also a member of the Executive Board of the International Brotherhood of Teamsters National Warehouse Division and a policy committee member of the Eastern Conference of Teamsters Warehouse Division.

Forty-five years of age, Konowe resides at New Rochelle, N. Y., with his wife, Marsha, and son, Leon.

SAYS ONE REPUBLICAN TO ANOTHER



Teamsters Win Top Wage Scale For Florida Brewery Workers

Newly-organized employees of the Schlitz brewery, in Tampa, have voted overwhelmingly to ratify the terms of their first contract with the company which, in the words of the rank-and-filers, represents a "keeping of the pledge" made by the Teamsters Union before their NLRB election victory over the CIO Brewery Workers Union.

The maiden contract provides a scale of wages higher than those in effect in any other brewery in the southern states, including many old established plants represented for many years by the AFL-CIO union. The pact has been hailed by Teamster locals doing business with Schlitz across the country, as evidence that the giant multiple-plant firms will not be permitted to operate in southern low-wage areas on terms that endanger established brewery wage standards.

\$21 Weekly Boost Now

Under the terms of the three-year agreement, Brewers will receive a weekly wage of \$92.40 as of May 11, 1959, or \$2.31 an hour. This represents an increase of \$21 a week, immediately, from the present wage of \$71.40. Effective on November 15 of this year, the weekly wage will be increased by another \$5 to \$97.40 weekly. Second shift workers receive a ten-cent hourly premium, and third shift a 15-cent hourly premium.

Rates Compared

To appreciate the advance made in the first Teamster contract at Schlitz, Tampa, it is only necessary to make a comparison with the rates being paid, after years of organization, at other Florida and southern state breweries. The National Brewing Co. at Orlando, represented by the AFL-CIO Brewery Union, pays \$74 weekly for regular brewers and \$74 for bottlers; warehousemen receive only \$70.

Employees at the Regal Brewery are paid as follows: Brewers—\$92.60 for regular men and \$87.60 for temporaries; bottlers—\$87 for regulars and \$80 for temporaries; warehousemen—\$68.20 after a year of service and \$64.20 for regular employees with less than a year but more than six months. Temporary warehousemen earn the fat salary of \$59 weekly.

And so it goes—the rate in Atlanta after two years is \$92.

Other Gains

While all eyes were focused on the establishment of the Tampa wage rates, a number of equally important items are contained in the agreement; the employees start with seven paid holidays annually; a vacation clause provides for one week after one year and two weeks after three years of service.

All employees are covered by a welfare plan, the details of which are not yet reported, but which the employees evidently considered a good

Weekly Wage Increase of \$13.70 Won For New Jersey Brewery Workers

A weekly wage boost of \$13.70, improved pension and welfare benefits and many additional gains have been won by Teamster employees of Anheuser-Busch Brewing Co. in a new three-year contract covering the firm's Newark, N. J., brewery.

The new agreement provides for a wage increase of \$5.70 weekly in 1959 and an additional \$4 weekly in each of the next two years, at which time the base rate for regular brewers, bottlers and warehousemen will be \$126.50. Delivery personnel, who work under an established Delivery Plan will have earnings in excess of that amount and trailer drivers will earn \$128.94.

The agreement was reached after months of negotiations between Teamster brewery locals No. 102, 843 and 153 and the Budweiser firm, which is the world's largest beer company. During the prolonged negotiations, brewers and machinists represented by Local 102 struck the firm for 38 days with the full support of all Teamster locals in the area. It was the decisive victory of this strike which brought into play the teamwork of the International Union, the Eastern Conference and the National Brewery Conference that is credited with laying the basis for the final settlement, a pace-setter in the national brewing industry.

Among the gains won in the agree-

start. In addition, there are a series of seniority, job-security and working conditions clauses in the agreement.

Bud Fight Coming Up

The success of the Schlitz Teamster local, in its first negotiations, is expected to have a great influence among the employees of the new Budweiser plant, who will be voting sometime soon for union representation. Obviously convinced that they would lose a vote among the employees, the AFL Brewery Union has initiated a number of delaying tactics to ward-off an NLRB vote as long as possible. The present rate of the Budweiser employees is only \$71.40 a week.

The Schlitz agreement was negotiated by a committee of the new brewery workers, aided at every step by the National Brewery Conference and the International Union.

ment are: increased premium pay for night shift; a paid 20-minute lunch period for the brewing department; a \$9 monthly increase in employer contributions for welfare benefits, during the three-year agreement; one additional holiday; a \$1 increase in pension contributions by the employer, making a total weekly contribution of \$5 per member; provision for payment of the difference between jury duty pay and base rates for a specified number of days; provision for three days paid leave when death occurs to a member of the immediate family and a number of improvements in the working conditions.

Support for Tampa

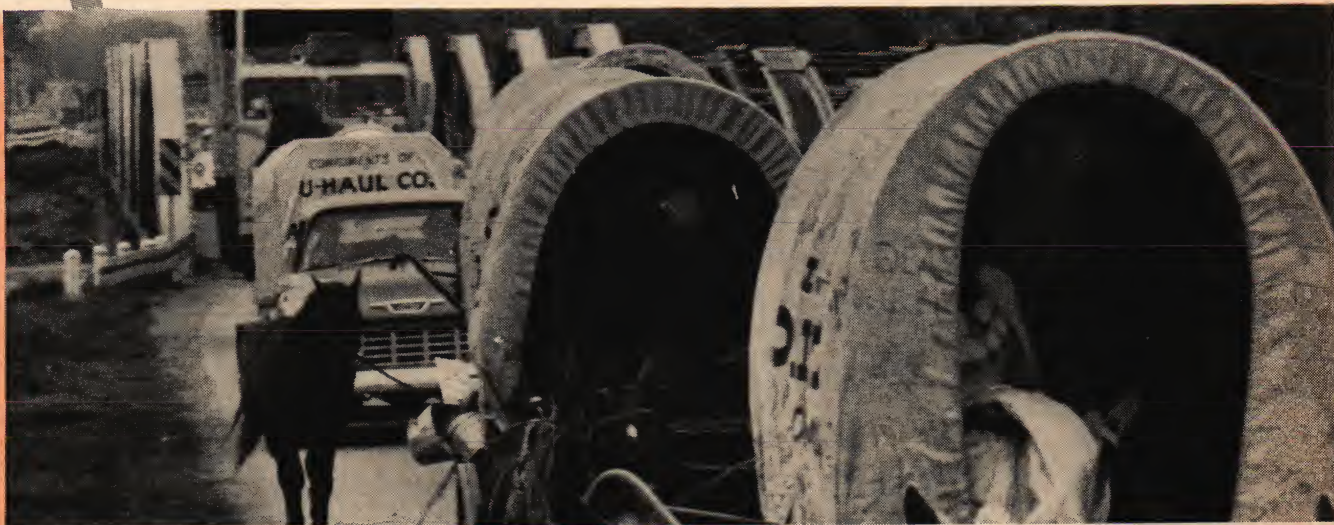
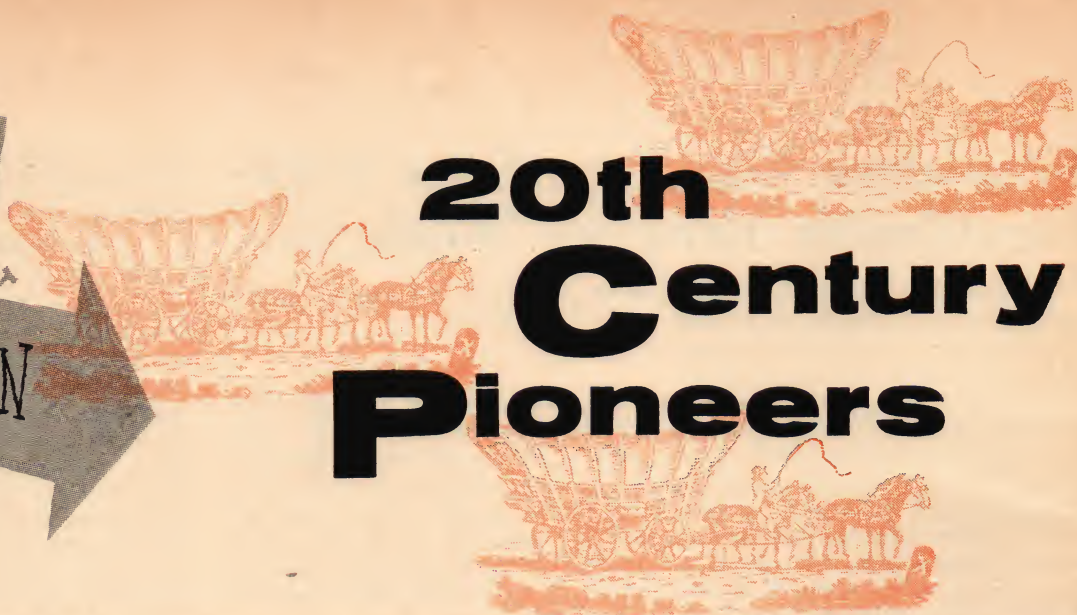
With their own contract consummated and ratified, Newark Budweiser employees have pledged their fullest support to the organizing campaign now under way in Tampa, Fla., where Anheuser-Busch has opened a new 25-million-dollar-brewery. Teamster organizers have signed a majority of the new employees and an NLRB election is pending.

Missile Trailers

WASHINGTON, D. C.—Many of America's new arsenal of missiles rolls from plant to launching site on specially designed truck-trailers, built to protect the delicate and complex weapons from travel damage.



20th Century Pioneers



A CROSS the dry plains of the mid-West toward the towering peaks of the Rocky Mountains a pioneer wagon train is rolling this summer.

The wagons are exact replicas of those which traveled the Old Oregon Trail more than a hundred years ago. The pioneers—men, women and children—are dressed in costumes a century old.

As nearly as possible, they are traveling under the same conditions as did those hardy folk who helped to open up the vast Oregon country, except for one thing—the “backbone” of this unique expedition is a modern truck and semi-trailer.

The trek is a promotion by Oregon

20th century pioneers gather around campfires and prepare to bed-down at close of 20-mile day. In foreground Roberts, Local 57 member, inspects gear. Group will reach Oregon this month.

residence to publicize their Centennial celebration this summer in which the territory will observe the 100th anniversary of statehood.

The score of 20th century pioneers freely admit that without the truck, supplied as a public service by the Oregon Trucking Associations which carries food, tools, spare parts and other much needed gear, the “On to Oregon” cavalcade couldn’t get very far.

“It’s been quite a wonderful experience to see the hospitality of America unfold,” says Millard “Robbie” Roberts, Oregon award-winning Teamster truck driver and a member of Local 57 in Eugene, Oregon, who was chosen by the OTA to pilot the truck which is bellwethering the wagon train.

“People turn out to welcome us all along the trail,” reports Roberts. “In



scores of communities they prepare feeds and celebrations.

"I'll guarantee that we're the cleanest pioneers that ever traveled the Oregon Trail for at every stop the townspeople rush us into town in cars to the YMCA or some other such place. They're sure that we need a hot shower more than anything else.

Robbie allows that the lack of privacy sometimes strains the friendly relations between the modern pioneers and townfolk.

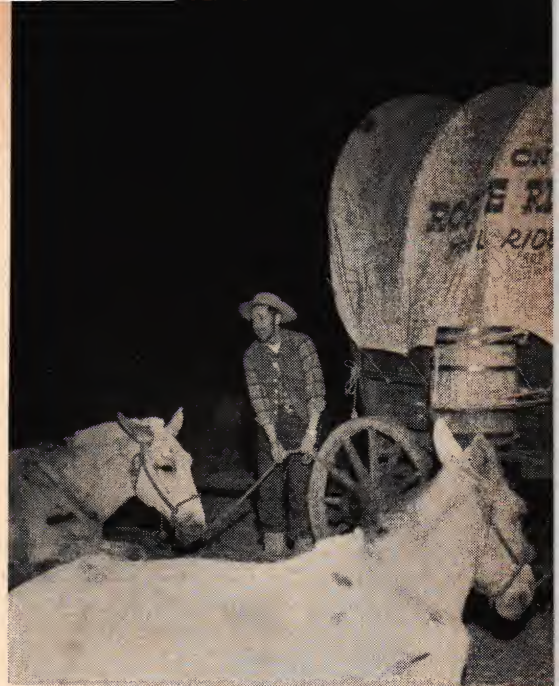
"They watch us eat, brush our teeth, comb our hair, say our prayers and get undressed and into our sacks. When we wake up the next morning they're still there. They just can't seem to get enough of the novelty of watching this wagon train. Some of the people have followed us 40 to 60

tention on the state as this cross-country trek," they declare.

Oregon's Centennial celebration will reach its peak late this summer with special attractions. Rodeos, parades, festivals, buckeroos and other Western style events will be held in practically every community of the state.

Topping them all will be the 100-day Centennial Exposition and International Trade Fair which opened in Portland June 10. Oregon expects to play host to eight to ten million visitors during the Centennial summer.

Teamster driver Millard "Robbie" Roberts, who is leading the "On to Oregon Cavalcade," seems right at home with America's transportation system of a half-century ago. Here he beds down two of the wagon train's mules for the night.



miles in their cars from stop to stop."

The wagon train, consisting of six covered wagons drawn by horses and mules, is averaging about 20 miles each day. Along the trail so far they have run into rain, floods, dust storms and plenty of heat.

There have been "Indian raids" too by enthusiastic townspeople from communities along the line of travel.

The train has rolled through Wyoming during most of June. It will push into Idaho early this month, reach Oregon in the latter part of July and wind up at Independence, Oregon near mid-August.

As a publicity and promotion stunt for Oregon's 100th birthday, happy Centennial officials describe the wagon train as the "very greatest."

"No other single promotion has helped to focus as much national at-

Two ways of life are represented here in this view of the "Oregon Cavalcade."

Robbie checks pioneer's gear and equipment in interior of semi-van during lunch.





Sen. Hubert Humphrey:

'Labor Treated Shabbily'

SENATOR Hubert Humphrey of Minnesota described as "tragic" last month the fact that the nation's publishers "have led many people to believe that the labor movement is a narrow, selfish, irresponsible force."

Humphrey charged that "for two years now we have been hearing much about what's wrong with the American labor movement. . . but the public should also have the full story of what decent, honorable, devoted trade unionists are doing day by day for their fellowmen, for their country, and the cause of freedom in a troubled world."

Without making a specific attack on the press, the Senator made it clear that he thought the press was not doing a fair reporting job on organized labor. He referred to the unfair news stories as "the absence of adequate publishing of the total labor story in America . . ."

Despite what the press is reporting to the American people, "I think of other things when I think of the 'labor movement'," Humphrey declared. He listed the following reasons why he thinks highly of labor unions:

—"The unions have given their wonderful people a voice.

—"American unions have used their organized strength in the pursuit of the general welfare. . . they are concerned with the welfare of all Americans.

—"American labor is playing an alert and conscientious and constructive role on the world scene. . . and has a realistic understanding of our obligations in the world struggle for peace and freedom.

—"American labor has made a major contribution to the free labor movement's efforts throughout the world in stopping the onward rush of communist aggression.

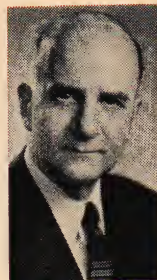
—"American trade unions have made tremendous contributions to the well-being of their own members, and to the development of our very special kind of dynamic, ingenious economic system. . . they have achieved a forty-hour week from originally seven-day work weeks and fourteen-hour work days. . . improvements in wages to match our ever-increasing productivity. . .

—"Perhaps the major contribution of all is what the unions of America have done to enhance the dignity, the spirit and the personality of the individual."

Humphrey said, "In the heat of debate over some specific legislative proposals or in the midst of exposes of wrongdoing in the labor movement, these basic truths about the labor movement tend to be overlooked.

Rep. Thomas Pelly:

Fair Labor Legislation



CONGRESSMAN Thomas Pelly of Washington politely admonished his Congressional colleagues last month to get their sticks in gear and pass a fair, non-punitive labor-management reform bill based on merit rather than emotion.

Without mentioning the anti-union Kennedy-Ervin bill by name, Pelly made it clear that he did not think the Senate-passed bill was either fair or non-punitive.

He urged Congress to enact a bill that would "establish standards and rules to assure union members the protection of a democratic mechanism for the union membership itself to exercise control over honesty in its own affairs."

Pelly declared that any labor-management reform bill passed should "provide to labor, not to business, a means of curbing internal evils in trade unions; and conversely give to business, not to labor, a means of remedy to internal evils in business.

"Regulation and public disclosure requirements need not be as burdensome nor penalties so great as to prevent any regular union members accepting responsibility of a union office," urged the Washington Republican.

Pelly is one of the highly respected members of Congress. A former President of the Seattle Chamber of Commerce and a businessman-banker, he speaks with the experience of a right to work battle in Washington that left many scars.

"The need (facing Congress) it seems to me," said Pelly, "is for the enactment of a law which will allow legitimate unions to function effectively. If such can be obtained with even reluctant support of labor and business leadership, a source of future irritation and conflicting election issues will be removed.

"Otherwise I would guess management, for example or possibly labor, might end up far worse than at present.

"We have seen that happen on the state level in my state of Washington," he said. "The defeat of a so-called right to work law did not end with the situation as it had been before. Instead labor came out of their victory both angry and organized.

Business since then has had to contend with an aroused antagonist determined to press its advantage. . . . Business and labor both will fare better in the long run with a labor reform bill fair to both parties. . . ." warned Pelly.

He said the "punitive or overly restrictive provisions of any bill we pass would be a boomerang and defeat the very objectives of such legislation in the long run."



The Highway Program: A TIME OF DECISION

THE nation's 16-year Federal highway program is seriously threatened by a lack of funds which may prove to be a real roadblock to the proposed construction of the 41,000-mile National System of Interstate and Defense Highways authorized by Congress in 1956.

In 1956 it was thought that a \$25 billion expenditure by the Federal Government and \$2.8 billion in matching funds from the states would be sufficient to meet the needs of the giant program. Now, however, three years of actual construction experience point to the need for some \$40 billion from the Federal Government with nearly \$5 billion being needed from the states.

Rise in Traffic

Why the big jump in costs? For the record the sharp cost increase is attributed to a 20 percent rise in traffic, higher road-building standards set up by Congress and a 15 percent increase in material and highway construction costs during the past three years. Off the record, many responsible sources in and out of government admit that the 1956 estimate was somewhat optimistic. Whether the on or off the record explanation is accurate seems to make little difference now. The hard facts are that the Federal Highway program finds itself

sliding into a \$241 million deficit beginning this month. To build or not to build—that is the question.

While everyone agrees that a solution must be found, and found quickly, it is going to be most difficult to secure an agreement on a way out which will not step on some tender toes.

Congressional leaders, tuned in to the thinking of interested groups in their home states, have already raised the Capitol dome in their outright opposition to further increases in gasoline taxes, as suggested by President Eisenhower and Virginia's Senator Byrd. The National Highway Users Conference, composed of truck carriers and other highway users, has also gone on record as flatly opposing additional federal taxes on highway users. A preponderance of state governments are also taking a strong position against the proposed federal 1½-cent increase in the gasoline tax. Their opposition stems from the contention that further gas taxes would invade the financial source of their own road building and maintenance program.

Gas Tax Sought

On the other hand, railroads and Congressional conservatives along with the Eisenhower Administration, are pressing for the passage of the gas tax.

A high-ranking Democrat on the Senate Finance Committee opines

that the Administration "has as much chance of getting the gas tax through as a snowflake in. . ."

In a more serious vein, lawmakers on the "Hill" reflect a great concern for the trouble confronting the country's highway program. Proposals designed to accelerate the program range from transferring monies to the special trust fund from the treasury's general fund to borrowing the needed money on the open market. Encouraging is the apparent picture that opposing viewpoints are not irreconcilable and that some compromise will prevent serious retardment of the big highway program.

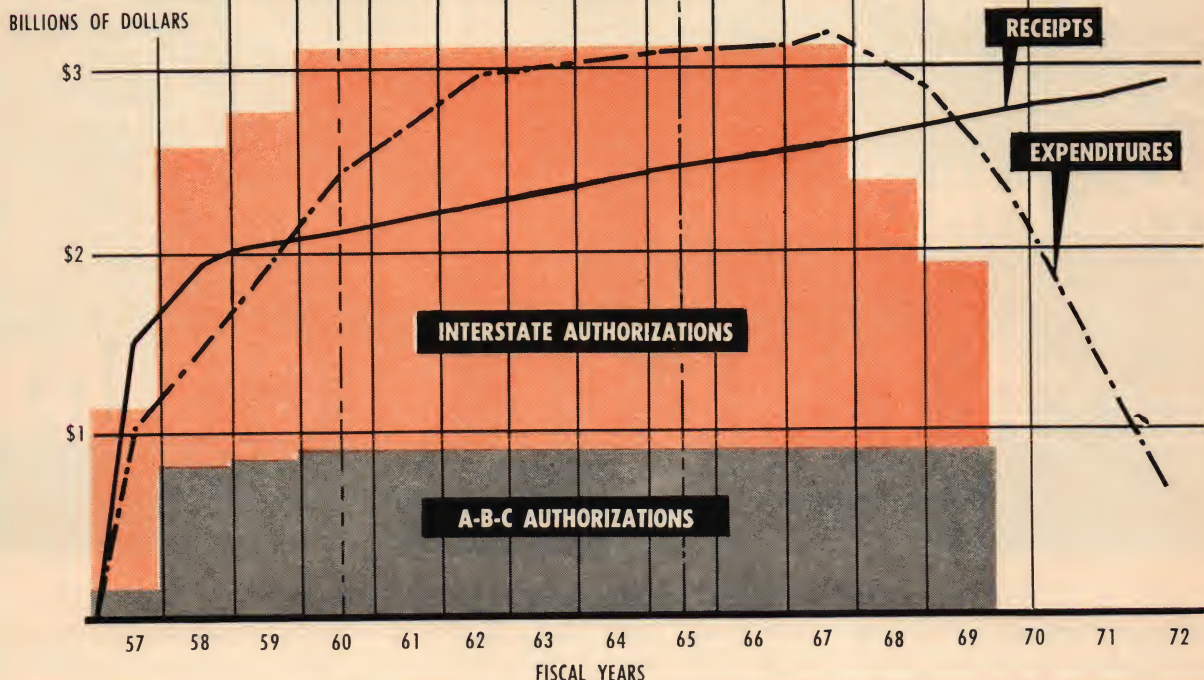
Congress Must Act

That Congress will act at this session is evident from reports of state governors, road builders, truck carriers, auto manufacturers, oil and gas dealers, tire manufacturers and heavy industry whose spokesmen are pointing up to Congressional leaders the huge stake the nation has in the program's continuance.

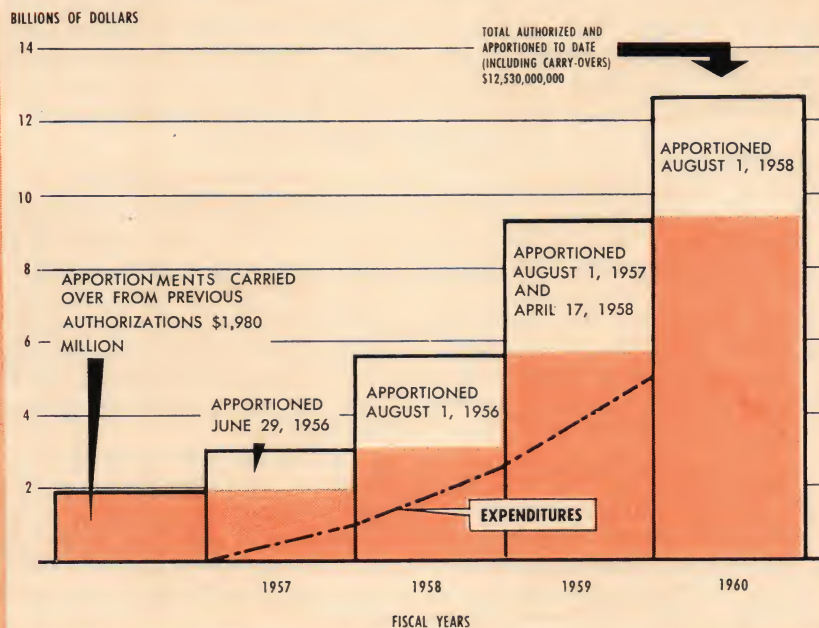
The federal highway picture is not all black. Much has been and is being accomplished in actual construction of new roads and the improvement of primary and secondary throughfares, along with their urban extensions.

Right now construction is well under

THE 1956 AUTHORIZATION PROGRAM AND ITS ANTICIPATED FINANCING



AUTHORIZATIONS, APPORTIONMENTS, AND EXPENDITURES TO DATE



way on over 5,000 miles of the Interstate System at a cost of \$3.2 billion. Contracts have been met by highway and road builders who have completed some 3,800 miles since July, 1956. Additionally, nearly \$2 billion has been authorized or already spent for right-of-ways, surveys and designs. The over-all picture develops the fact that 12 percent of the 41,000-mile system was open to traffic the first of this year and was built to standards adequate for current-day traffic volume. A recent survey shows that another 16 percent of the 16-year project reflects varying degrees of completion and new construction. These figures include toll roads and other roads constructed to high standards included in the format of the Interstate System. Surveys and designs, as well as right-of-way acquisition, are nearly completed or well under way.

Problem of Money

The problem, then, is not one of progress, but of money and the ways to secure it.

To the Teamsters' Union and other craft unions throughout the country

a retarded highway program means a serious employment problem for their members. The construction industry, considered seasonal in most parts of the nation, employs hundreds of thousands of union members between the months of March and October. A slow down of the federal highway program would mean that a good many thousands of union members would lose their jobs at a time when they can least afford it. New job prospects, predicted by the program's administrators only a few short months ago, would also go by the board.

Would Affect Jobs

Thus, the problem takes on an economic import which will adversely affect the job opportunities and purchasing power of many American workers if a solution is not forthcoming in the very near future.

It can be expected that any solution will have political overtones, since the problem has been squarely laid in the lap of the 86th Congress on the eve of a presidential election.

Trucking Industry Fights Fuel Tax Increase

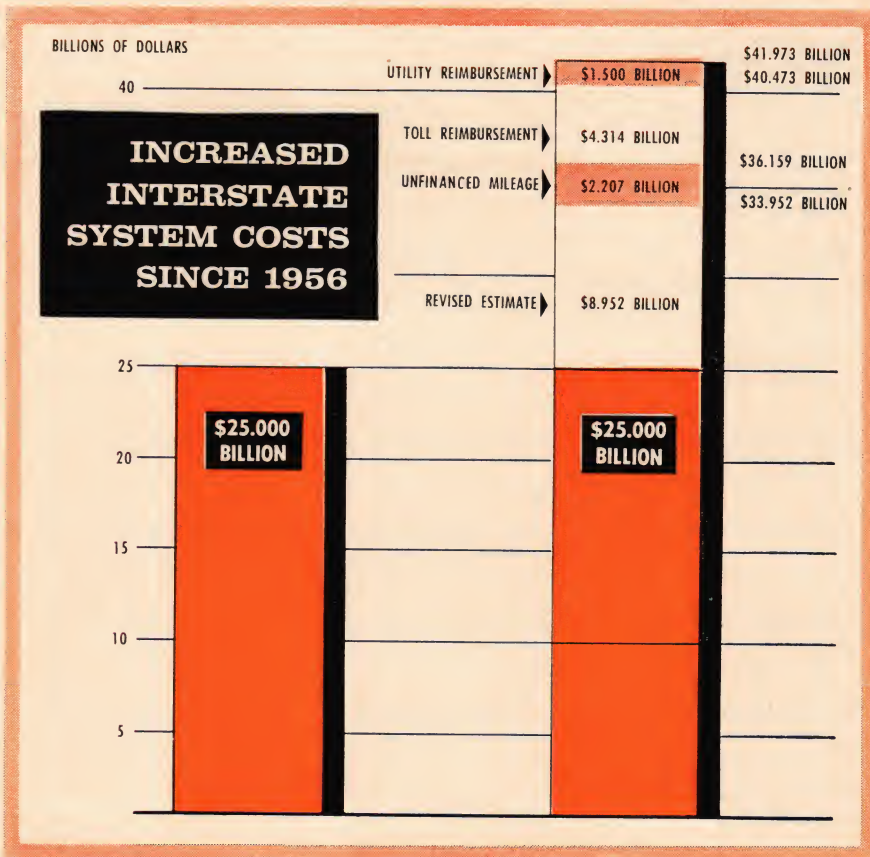
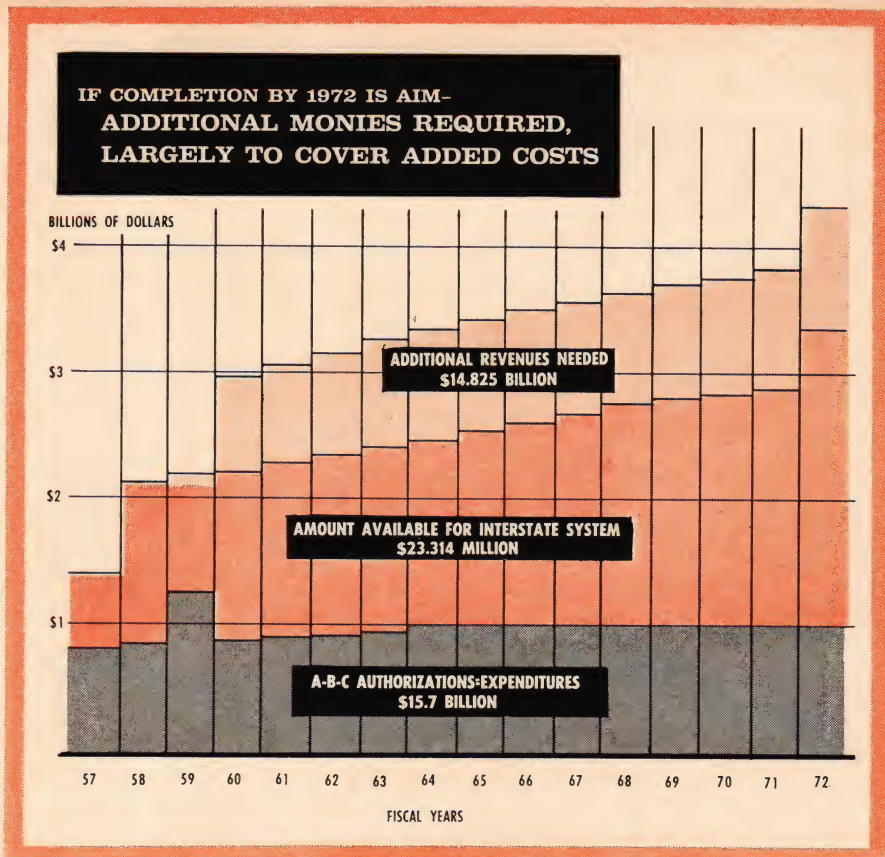
The American Trucking Association urged the House Public Works Committee to reject the Eisenhower Administration's request for increasing the motor fuels tax to replenish the Interstate Highway Trust Fund.

Edward Kiley, director of ATA's Research Department, recommended that Congress adopt a program of borrowing to keep the huge Federal highway program on schedule. "Repayable advances, or revenue bonds secured by trust fund receipts" would put the highway trust fund in a sound financial position, he said.

Increase Sought

Earlier, Under Secretary of Commerce Allen asked the Committee to implement President Eisenhower's tax increase request as contained in his January budget message. The President asked that the motor fuel tax be boosted 1.5 cents effective July 1, 1959 for five years.

Kiley told the Committee that the "highway program can be kept on schedule without further increases in highway users taxes at this time." The International Teamsters Union did not testify, but has indicated that it also opposes any increase in the highway users tax.



IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLUMBIA
(Civil Division)

JOHN CUNNINGHAM, et al., :
v. Plaintiffs, : Civil Action No. 2361-57
JOHN F. ENGLISH, et al., :
Defendants :

NOTICE

TO THE MEMBERS OF THE INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND
HELPERS OF AMERICA:

YOU ARE HEREBY NOTIFIED that pursuant to an order of United States District Judge F. Dickinson Letts, any member of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Teamsters Union hereafter) may show cause, if any he has, before the United States District Court for the District of Columbia, at the Court House hereof, on the 9th day of September, 1959, at 10 A.M., E.D.T., why paragraph 14 of the Consent Decree in the above-entitled action, dated January 31, 1958, should not be approved by this Court.

The amended complaint in this action for certain equitable relief prayed in the main for the calling of a new Convention of the Teamsters Union and for a new election of officers in accordance with the provisions of the Constitution of the International. After twenty-two days of trial, during which oral testimony was heard and documentary evidence received, the parties to this action consented to the entry of the Consent Decree above referred to. Paragraph 14 of that Decree reads as follows:

"14. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America shall pay the fees of counsel for the plaintiff and expenses incurred by those in the prosecution of this action, such fees and expenses to be determined by this Court."

Pursuant to said paragraph 14, Godfrey P. Schmidt, Thomas J. Dodd and M. Joseph Blumenfeld, counsel for plaintiffs, made an application to have their fees and expenses paid by the Teamsters Union. A hearing on said application was held on June 26, 1958. After the hearing, United States District Judge Letts filed a memorandum finding that just and reasonable compensation for the services rendered by counsel was \$210,000 and an order was signed awarding \$105,000 to Godfrey P. Schmidt and \$105,000 to M. Joseph Blumenfeld and Thomas J. Dodd pursuant to stipulation of counsel for plaintiffs.

The Teamsters Union appealed to the United States Court of Appeals for the District of Columbia. On June 12, 1959, the Circuit Court directed that the order of District Judge Letts, which awarded counsel fees, be vacated and that the case be remanded to said District Court to give notice in respect of said paragraph 14 to the members of the Teamsters Union and to reconsider the said paragraph in the light of the result of the notice.

At the hearing on September 9, 1959, any member of the Teamsters Union or party to this action may present any evidence that may be proper and relevant to the issue to be heard, provided, however, that no such person shall be heard and no papers or briefs submitted by any such person or party shall be received or considered by this Court, except as this Court may in its discretion direct, unless notice of intention to appear and copies of such papers and briefs are served upon Godfrey P. Schmidt, Esquire, at 12 East 41st Street, New York, New York, Thomas J. Dodd and M. Joseph Blumenfeld, Esquires, at 24 Lewis Street, Hartford, Connecticut, and Edward Bennett Williams, Esquire, attorney for defendants, at 1000 Hill Building, Washington, D. C., on or before September 1, 1959.

The Consent Decree, pleadings, counsel's application for fees and transcript of the hearing thereon, and other documents in this action are on file with the clerk of the United States District Court for the District of Columbia, and available for inspection there by any member of the Teamsters Union, in person or by attorney, during business hours. Dated: July 8, 1959

/s/ F. Dickinson Letts,
Chief Judge.

**Industry-Wide Meat,
Produce Pact Discussed**

A national industry-wide contract with certified meat and produce carriers was the topic for discussion at a mid-June meeting of Teamster and industry representatives in Chicago.

Teamster President James R. Hoffa told union delegates that the purpose of the meeting was to explore the problems involved in meat and produce operations and see what could be done about securing an industry agreement. He heard reports from each section of the country on whether these commodities were being hauled and unloaded by Teamster members, or whether "gypsy" operations were involved.

Hoffa then named a committee to meet with employer representatives to sound out their thinking on the question of an industry-wide contract.

The employer group indicated it would favor such a contract but that, since it did not represent the entire industry, it would call a future meeting of industry representatives and reply to the union in about six weeks.

Members of the Teamster committee included: President Hoffa, chairman; Vice President Harold J. Gibbons, executive assistant; Vice President John T. O'Brien of Chicago; General Organizers Edward Woodard of Denver; Joseph Morgan of Miami, and Richard Kavner of St. Louis; and Charles Ulrich, Local 202, New York; William L. Greenberg, Local 929, Philadelphia; Carl Windschantz, Local 630, Los Angeles; H. A. Barnes, Local 224, Los Angeles; Frank Fitzsimmons, Local 299, Detroit; Charles Winters, Local 270, New Orleans.

Thomas Owens, director of the National Produce Division, will serve as coordinator of the group.

IBT Attorneys Meet

General President Hoffa has announced that the annual meeting of the National Conference of Teamster Attorneys will be held in White Sulphur Springs, W. Va., at the Greenbrier Hotel August 17-19.

Hoffa said that these dates were selected in view of the American Bar Association's Convention which is scheduled to convene the following week at Miami Beach, Fla.

A TEAMSTER MANNED PARK

SAN DIEGO ZOO



Head caretaker of the children's zoo, Dick Kunard holds baby barbary sheep while children wait turn to pet him. Children's zoo is special area in park.

I WENT to the animal fair, the birds and beasts were there . . ." goes the nursery rhyme that has successfully brought the "Land of Nod" to untold millions of children the world over at the appointed hour of bedtime. In San Diego, California's famous zoo some 200 Teamster members tend, feed and even train more species of wild life than the child's rhyme describes. In fact, Local 481 members have full charge of over 4,000 animals comprising the world's second largest collection of species.

It is rare indeed to find a child or adult in Southern California who hasn't made at least a half dozen trips to this magnificent zoo.

Considered one of the world's best institutions in employing new concepts of exhibition, wild life in its natural state is viewed annually by more than

2,000,000 people.

Part of the 100-acre animal collection has been set aside especially for the youngsters. Here, in a well-supervised atmosphere, children are allowed to pet and observe in their native habitat much of the animal kingdom they have read about.

Larger animals, such as bears, lions and tigers, are separated from zoo visitors only by moats, while huge birds of nearly every species roam freely throughout the park filling the air with exotic babble.

The zoo was founded in 1916 by Doctor Harry M. Wedgeworth who dedicated the park to the children of San Diego and the San Diego Zoological Society. All children under 16 years of age are admitted free to the zoo and are transported to the park from outlying areas by bus.

A member of the institution's staff lectures daily on zoology to fourth and fifth grade students in San Diego schools. Another well-known instructor provides an interesting six-week zoology course in the park to 300 children on a scholarship basis.

Since the zoo covers a tremendous area, it is necessary for the park authority to operate a fleet of specially-built busses which run on a schedule of every five minutes. Drivers in charge of the bus tours act as master of ceremonies for their passengers, using built-in sound systems to relate the story of each park section as well as identifying the animals.

The 200 employees of the zoo are new members of the growing Teamster family. Last April they chose the IBT in an NLRB election by a three-to-one vote. Since the election a contract has been negotiated by officials of Local 481 which provided substantial wage increases, health and welfare benefits, paid vacations, sick leave and the spelling out of complicated job classifications.

"Lucky," the zoo's big Indian elephant gets a manicure from her keeper Tex Roery, left, while Head-keeper Gabe Davis holds the giant trunk steady.



Teamster Carl Fyle keeps an attentive eye on the park's huge turtles worth as much as \$1,500 each. Galapagos tortoises are vegetarians, feed on lettuce and carrots.



Harvard Professor Sees Brilliant Role for Teamsters' Jimmy Hoffa

A Harvard University professor has predicted that James R. Hoffa "may emerge as one of the outstanding labor leaders of all time."

Writing in the June issue of the *Harvard Business School Bulletin*, James J. Healy, associate professor of industrial relations, declared that "management must come to accept the fact that the American labor movement is an effective symbol and an indispensable partner in our free society."

Chiding anti-union forces in America, Professor Healy wrote that "if we openly or secretly hope that American unions will pass from the scene, if we believe they are essentially alien to our national tradition, then we naturally set Hoffa as the true symbol of unionism and seize upon him as a club with which we beat all of American labor."

"We ignore the total facts and implications of the Hoffa case and fail to assess this unhappy incident in the total context of the labor movement. Worst of all, perhaps, we magnify his importance and then go on to lose the potential benefits of

constructive union participation in the national emergency by casting the entire movement in the role of a second-class, and highly undesirable, citizen.

"Actually," Professor Healy continued, "when we look at James Hoffa with some objectivity, three significant facts emerge which complicate the neat black-and-white picture we have painted of the man:

"(1) Mr. Hoffa has scrupulously maintained a sincere interest in the members of his own union. Over the years he has gone out of his way to establish a close rapport with his constituents. Too many other union leaders have lost their sense of responsibility to their constituents which has been a hallmark of Hoffa's career. They have lost touch with their membership, while Hoffa has a loyal membership following.

"(2) If we search the facts very carefully we have to admit that most employers who have had genuine collective bargaining experience with Mr. Hoffa respect him and view him as a person whose word at the bargaining table is entirely reliable. He has, in fact, developed substantial support

in the inner circles of many employer groups with which he has had occasion to deal.

"(3) Finally, we would have to agree that some of the greatest saints had their schooling in sin. In my opinion, there is a very good chance that Mr. Hoffa — considering the potential within his character — will be back in the fold of the American Federation of Labor within about five years and may even emerge as one of the outstanding labor leaders of all time."

Professor Healy expressed the hope that "managers will uphold the principle of free trade unionism as vigorously as they do free business enterprise and move with equal caution on any measures to tamper with either one — measures which may be proposed in the heat of public concern over several obnoxious incidents."

He said that labor "is every bit as dedicated to the goals of the free world as is American management."

'Job Evaluation' Can Be Tricky

Does your employer retain the services of management consultants to do "job evaluation" studies? If they do, check into the background of the so-called management consultant. Chances are the firm is a fraudulent device for the employer to get more work out of you for less money.

Staff representatives of the Carpenters Union learned at a University of Wisconsin seminar last month that job evaluation systems, created by management to "get more work out of employees for less pay," seriously hamper free collective bargaining processes.

Carpenters President Maurice Hutcheson told the staff of men to oppose the "so-called 'scientific' approach to wage administration." He said, "a fair day's work for a fair day's pay is the best system yet devised."

The Carpenters' staff men assumed the role of management during workshop sessions to learn first hand how employers use job descriptions and job evaluations to the disadvantage of the employee.

They were told that "job evaluation does not eliminate or even minimize inequity—it merely substitutes one kind of inequity for another."

Teamsters Visit Cape Canaveral



Teamster officials were recent guests of the U. S. Air Force's missile test center at Cape Canaveral. Front row from left includes Larry Steinberg, Personal Representative for President Hoffa; General President Hoffa, John Riffe, Local 172; and E. W. Kiffmeyer AFMTC labor relations officer. Back row: Frank Cavo, Steven Szep, and Jack Smyth, all of Local 172, and Int. Rep. Joseph Morgan.

Jersey Taxi Drivers Win Major Victory

A major victory was won for the newly-organized taxi drivers in Atlantic City, N. J., by Teamsters Local 331 last month when a 42-year old state law giving resort hotel owners the right to maintain "closed" taxi stands on streets fronting their properties was declared unconstitutional by Superior Court Judge John Wick.

The victory represents the culmination of a concerted organizing effort by Local 331 and Joint Council 53's organizing committee, and it also represents the fulfillment of a promise made by Local 331 to Atlantic City's independent taxi drivers.

Judge Wick's opinion said that provisions of the old law constitute an unlawful exercise of legislative authority by hotel owners and deprives independent taxi operators of equal protection of the law.

"We are dealing here with the use of the public streets, and the issue here is whether or not hotels have a right to get city permission to designate what cab companies can occupy stands in the streets. I find the law is unconstitutional," Judge Wick ruled.

Teamsters Local 331 promised during its campaign to organize the independent taxi drivers that it would attempt to have the old law voided. The Local requested that Joint Council 53 assist in the organization.

Ray Cohen, chairman of the Joint Council's organizing committee, sent ten full-time organizers to the resort

Retreat for New York Teamsters



Members of New York City's Teamsters Local 805 can "beat the heat" in the summer at rates they can easily afford through Local 805 Resorts, Inc. The Local-owned summer resort in the Catskills, only 70 miles from New York City, has swimming, modern cabins, free movies, outdoor barbecuing facilities and other recreational benefits. In the winter, the 805 Resort becomes a hunting lodge for Teamsters.

town to assist in the campaign. In less than three months, more than 500 taxi drivers were successfully organized into Local 331.

The court ruling was hailed as far-reaching by Bernard J. Marcus, director of organization of the Joint Council, and Charles Pirollo, Teamsters National Trade Division chairman, for its resounding legal impact upon existing legislation similar in character in various cities throughout the United States.

Edward Davis, attorney for the Joint Council, argued that the restric-

tive 1917 statute vested in private persons the authority to designate who shall have the exclusive right to occupy any cab stand in front of a hotel was in contravention to the constitution of New Jersey.

He stressed that the statute was private and special legislation, denying equal protection under the laws controlling the uses to be made of the public streets, and was therefore invalid as a delegation of legislative power.

Frank Abrimont, secretary-treasurer of Local 331 and James J. Smith, business agent, conducted the campaign locally to upset this unfair forty-year-old practice. On behalf of Local 331 and the taxi drivers, Abrimont expressed deep appreciation to Raymond Cohen, secretary-treasurer of Local 107, for his wholehearted support and cooperation.

Gibbons Guest at Durkin Dinner



Teamsters Vice President Harold J. Gibbons (seated, center) spoke recently at a testimonial dinner in Scranton, Pa., in honor of John Durkin, a member of Teamsters Local 229, and John Holleran, president emeritus of the Scranton Central Labor Union. Gibbons termed the Kennedy-Ervin bill as strike-breaking, union-busting.

Share the Magazine

Teamsters from all over the nation have suggested that your magazine, the International Teamster, be mailed to doctors' offices, dentists, barber shops and other semi-public places. This, however, is not possible. It is possible, as was suggested recently by a Detroit Teamster, that Teamster members, after reading the magazine, place it at the locations suggested above.



Air Freight Locals Meet

A Chicago air cargo Conference brought Teamster representatives from around the nation to the Windy City last month to map plans for an extensive organizational drive in the air freight industry.

The Chicago conclave was described by IBT delegates as a follow-up on the Teamsters' announced program of organizing air cargo workers under the union's jurisdiction. During the initial session President Hoffa said that "the growth of air freight in this country has made it one of America's leading mediums of transportation. Our jurisdiction in freight makes it important that we complete our organizing task in that field."

Abraham Weiss, Teamster research director, told the meeting that the domestic and inter-continental air transport is one of the fastest growing industries in America. He said that air freight is no longer emergency freight. The volume has increased three-fold in the past 10 years, and is expected to reach a billion ton-miles within the next 10 years.

The air cargo conference, under the leadership of Teamster Vice President Murray Miller, was called following the June meeting of the Teamsters General Executive Committee. The Committee authorized expanded organization efforts, particularly in the airport jurisdiction.

The area of Teamsters jurisdiction in and around airports is broad. It includes air freight handlers, truckers, fuel-truck drivers, air freight pick-up

and delivery drivers, baggage handlers, catering truck drivers, airport bus and limousine service and parking lot employees.

A Teamster research project on the status of employees at the 17 major airports in the nation recently indicated vast numbers of unorganized workers.

Teamsters at the meeting recom-

mended the formation of a special national committee, consisting of representatives from each of the four area conferences to serve as the co-ordinating group for the nation-wide organizing campaign.

Organizing effort have already been initiated at Delta Airlines, American Airlines, Riddle Airlines and the Flying Tiger Airlines.

Teamsters to Waive Strike Action In Cases Involving Military Needs

The Teamsters Union has announced agreement with Pan American World Airways to permit the free flow of military personnel and supplies even in event of strike.

President James R. Hoffa said the system-wide contract covering some 900 Pan American stock clerks represented by the Teamsters Union at Cape Canaveral, Fla., and other installations has been supplemented to prohibit the halting of military flights in event of a labor dispute.

The agreement can't be altered or rescinded without two years' written notice.

Signed by Hoffa

The agreement, signed by Hoffa for the union and by Vice President Everett B. Goulard for the company, provides specifically that Teamster members "will continue to perform all duties normally performed within their classification, which are neces-

sary to enable the Company to operate military flights . . . even though the (employees) withdraw from commercial airline service because of unresolved labor disputes of any type, including disputes arising out of negotiations for a new contract."

The Teamsters won representation rights for Pan American's supply clerks last February in an election supervised by the National Mediation Board.

Win Increases

In contract negotiations, the union won wage increases ranging from 55½ to 67½ cents per hour over the two-year period of the contract for stock clerks, 37½ to 58½ cents for senior stock clerks, and 45½ to 51½ cents for lead stock clerks.

The military flight provision was made a supplement to the contract in a letter of agreement signed by both parties and dated June 8, 1959.

Missile Base Members Hear General President

Teamsters General President James R. Hoffa emphasized "contract responsibilities" last month to members of Teamster Local 172 who are employed at one of America's bastions of national security.

Hoffa was in Cocoa Beach, Fla., to install the officers of Local 172, a relatively new Teamsters local, which has a contract with Pan American World Airways at Cape Canaveral and Patrick Air Force Base.

"We will not tolerate wildcatting . . ." Hoffa said. "We will remember all conditions of our agreement, and will take corrective measures against any negligence or failure to live up to our contract," he said.

During his visit there, Hoffa made a tour of the giant missile testing facilities at Cape Canaveral. He commented following the tour: "I wish every American had the opportunity to see this. If they did, the problems of the Air Force, the Army and the Navy would be so much easier."

John Riffe, a son of a former CIO vice president, was installed as president of the local. Other officers include: Steven Szep, vice president; Jerry Block, secretary-treasurer; Samuel Casella, recording secretary; Buddy Rogers, Grant Tracey and Justin Brown, trustees.

Hoffa told a huge turnout of the approximately 350-member local, "We must recognize the influence of progress, and must accept this as a responsible trade union. However, we must do everything that we can to

resolve grievances at the expiration of our contract," he said.

Hoffa told newsmen in Orlando that the Teamsters Union would work to organize the unorganized workers in Florida. "The workers pay scale in this state is too low," he said. "If

the workers in the South must compete against those in the North, they should receive the same wages."

At the present rate of industrial and population growth, there will be 100,000 union members in Florida by 1970, Hoffa predicted.

SPECIAL NOTICE TO ALL LOCALS

LOCAL Unions requesting strike sanction are reminded by President Hoffa of the procedures to be followed in order to expedite the handling of requests upon receipt at International Headquarters.

We have in use Form P2028, Request for Strike Sanction, which is printed in Quintuplicate. On the bottom of each page are printed instructions which, if followed by those filling in the form, would expedite the processing of the Request for Strike Sanction when received in this office.

The *Original* is to be filled in and forwarded to the office of the General President, together with enclosures requested in the form. Upon receipt at Headquarters of this copy, a file is set up and indexed. Preliminary processing is begun preparatory to receiving the approvals from other offices to which copies of the Form P2028 are sent.

The *Duplicate* Copy is forwarded by the Local Union to the office of the Vice President in whose territory the Local Union is located. This will enable the Vice President to begin his investigation preparatory to making known his recommendations for or against the granting of strike sanction, which he makes to the Headquarters Office.

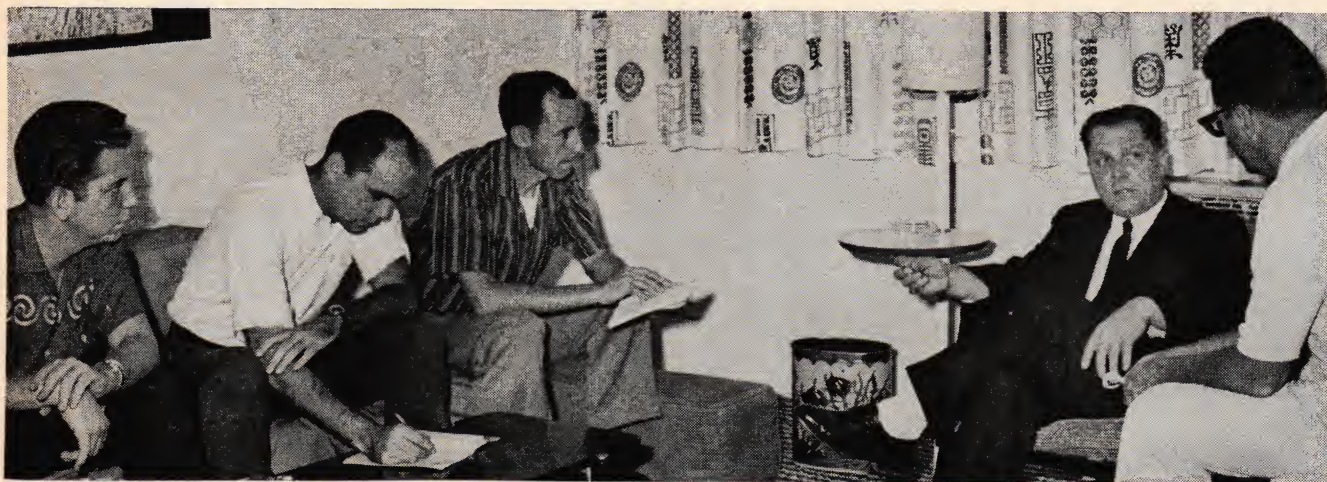
The *TriPLICATE* Copy should be retained in the Local Union's file.

The *Quadruplicate* Copy and the *Quintuplicate* Copy are *both* forwarded to the Joint Council with which the Local Union is affiliated. This will enable the Joint Council to make their investigation of the request, properly sign the Quintuplicate Copy and forward that copy to the Conference office, who in turn will make their investigation and sign the Quintuplicate Copy forwarding it to headquarters.

Where a Local Union is not a member of a Joint Council, the Quadruplicate Copy and the Quintuplicate Copy should be forwarded to the office taking jurisdiction. That office will forward the Quintuplicate Copy to the Conference.

Where reference is made to *Conference*, we refer to either the Western Conference, the Southern Conference, the Central Conference or the Eastern Conference of Teamsters.

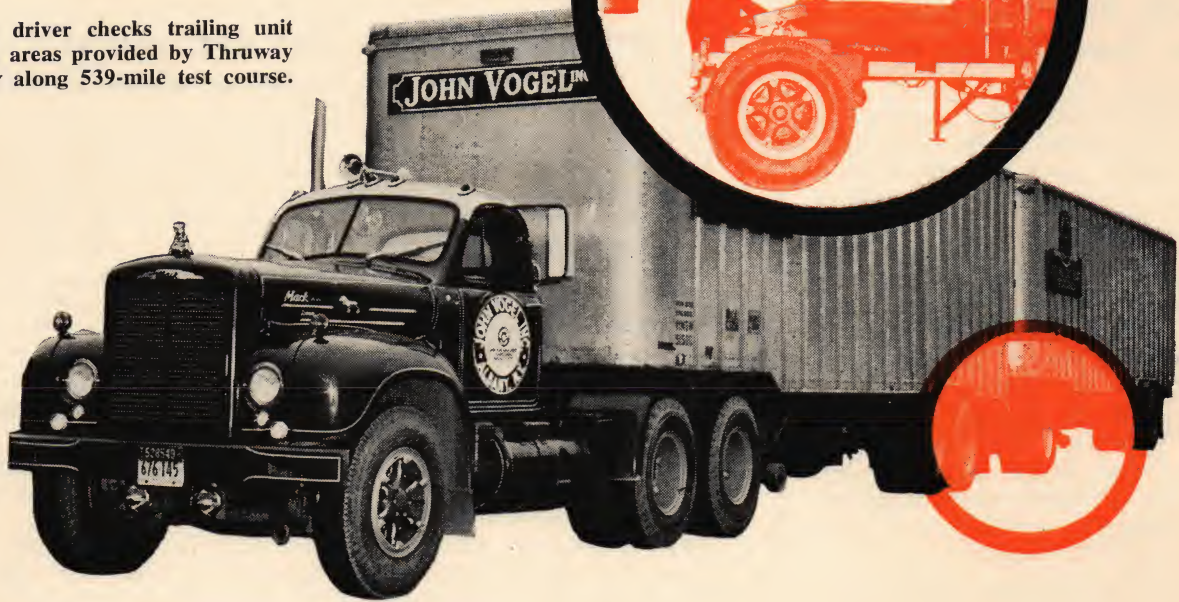
Vice Presidents receiving copies of Request for Strike Sanction form should make known their recommendations via telegram or letter.



President Hoffa discusses organizing plans with newsmen in Florida.

TRANSPORT TRENDS

Teamster driver checks trailing unit at special areas provided by Thruway Authority along 539-mile test course.



DOUBLE BOTTOMS MAKE TURNPIKE DEBUT

MANY highway users up around the New York and Massachusetts turnpikes are taking a second look these days at what a Teamster over-the-road driver recently termed "the longest rig in town."

And, he is right. In fact, the experimental equipment being used by the New York State Thruway Authority and the Massachusetts Turnpike Commission is nearly 100-feet long, the longest scheduled equipment in the United States.

Employing the use of two 40-foot van trailers pulled by a tractor power unit, the three-vehicle combination is 98-feet long and transports gross loads of 127,000 pounds. They are called "double bottoms."

The reason for the experiments, according to some of the country's largest carriers, is to balance east-west operations with an eye toward more flexibility.

The tests began last February with trips extending from the northern borders of Pennsylvania and New Jersey to Boston. Ultimately, Pennsylvania, Ohio and Indiana truckers hope to operate "double bottoms" from Boston

all the way to Indianapolis. Spector Freight System, Inc. of Chicago and John Vogel, Inc. with headquarters in Albany, New York, pioneered the new look in truck transportation.

All carriers participating in the test series were required to meet exacting conditions. Each gave full account of daily operations and were required to provide a minimum of \$100,000 public liability insurance for injuries sustained by one person, \$300,000 for more than one person, and \$50,000 to \$500,000 in property damage coverage.

Teamster drivers who manned the equipment were required to have at least a certified "no accident" driving record for a period of five years. They also underwent rigid physical examinations.

Since the mammoth units could not be used on state highways, the New York Thruway Authority made temporary areas available along the 539-mile test course for the hooking and breaking up of the equipment prior to delivery service schedules. In all, eight such areas were used by the carriers.



Chicago freight carrier's semi-truck and full trailer, nearly 100-feet long, pulls away from toll-house on New York Thruway during recent tests aimed at balancing east-west truck operations.

WHAT'S NEW?

Convenience of Adjustable Snap Torque Wrenches

Sight, hearing and touch combined to give maximum convenience to a new line of torque wrenches. These wrenches of the snap torque type feature a dual scale so that either in lb. or ft. lb. settings can be made without converting figures. Six models are available in plain square drive and ratchet drive types. When the wrench is used after the desired torque is preset there is a distinct snap which is both felt and heard signalling that the desired torque has been reached.

Remote Control Switch Operates New Solenoids

A remote control starter switch from a Michigan manufacturer makes it possible for the driver unaided to operate any of the solenoids that cause many other remote starter switches to fail. This power button comes with five foot leads with insulated clips and, according to the firm's literature, accidental short circuits from wrong connections will not damage the unit.

Screw-In Valve Seat Stops Valve Failure

The major causes of valve failures are eliminated, says a Kansas firm, by installation of their new self-locking screw-in valve seat insert, made of stainless metal and available in sizes from 1½ to 4 inches. The unit, which is installed with special tools to give proper alignment and precision fit, is reported to be better than conventional pressed-in valve seats which tend to distort and warp out of round.

Automotive Stethoscope Diagnoses Engine Trouble

Engine sounds which in many cases are almost impossible to locate can be picked up clearly with an automotive stethoscope which sells for \$2.95 from a New Jersey distributor. A real help in diagnosing engine troubles, it can pick up bearing knocks, valve noise and even small air or vacuum leaks.

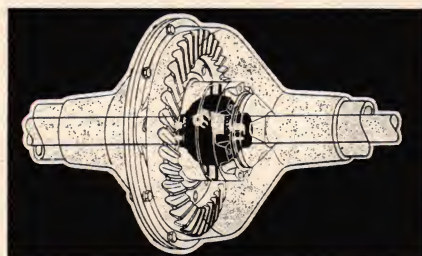
Protection for Hands In Aerosol Container

Grease, dirt, paint and other harmful and dirty materials can be sealed out from hands with an application of a "protective glove" formed by an aerosol compound. This hand protection which comes in cream form in an aerosol can is said to do the job in one application that washes off along with any dirt at the end of the day. The compound is composed of lanolin and glycerine.

Convert Alternator Systems With Rectifier Unit

An Ohio firm recommends its kit for converting alternator systems with selenium rectifiers to the new silicon rectifiers. Featuring six small cells instead of a separate unit, the kit gives improved alternator performance and high rating. Any of these six cells can be replaced individually, and as an additional economy feature, the maintenance costs are reduced since the cells are hermetically sealed. The distributor states that the conversion unit can be installed in a matter of minutes.

Improvements Featured In No-Spin Differential



Designed for passenger cars and light trucks is an improved silent-type full locking unit that prevents individual wheel spin when driving wheels lose traction. Said to eliminate the sometimes objectionable cam clicking made by conventional no-spin differentials, the new unit is also suitable for special vehicles having planetary or hub gear reduction unit in addition to standard ring gear drives.

Cites Advantages of Floor Heating Pad

A new floor heating pad for trucks fits under the floor mat and is thus protected from excessive wear and will not catch the driver's feet. Developing heat of up to 160 degrees F., the pad keeps the driver's feet warm whatever the weather. The heating element is enclosed in a DuPont neoprene sheet for protection and operates off any 12 volt system.

Lining for Paint Booth Saves Clean-up Time

Paint layers that accumulate on paint booth lining are removed easily by hand, says the manufacturer of a new fluoro-carbon coated glass fabric which is bonded to the paint booth walls with cement. Saving clean-up time and eliminating strippable lacquer in the spray booths, the lining is said to pay for itself in five months as man-hours required to peel off overspray are reduced by one-third.

Radiator Hose Fits Any Truck; Flexible

Keeping a stock of tailor-made radiator hoses for each model truck will not be necessary since the introduction of a flexible radiator hose which comes in one-foot lengths and can be cut to the exact length needed for a particular truck. Available in sizes from one to four inches in inside diameter, the hose is completely flexible.

Chemical Removes Oxidation, Corrosion

All types of dirt, weathering stains and diesel soot can be removed with one application of a new body cleaning chemical designed for use on stainless steel and aluminum truck and trailer bodies. Applied with a spray gun, the solution also dissolves oxidation or corrosion to restore the original bright finish of the body. The manufacturer claims that it will not streak or injure the metal finish's painted signs or decals.

Safety, Efficiency Claimed for Roll-Up Door

Faster deliveries, better freight protection, elimination of swinging door hazards and lower maintenance costs are listed as outstanding advantages of a new line of roll-up doors for city and multi-stop delivery trucks and trailers. Designed in four ¾-inch plywood panel sections, the doors are predrilled for speedy assembly. They come complete with operating mechanism and door catch.

Properties Claimed for Non-Corrosive Electrolyte

Not a battery additive or a so-called "miracle product," a new substance from a Connecticut firm is described as a non-corrosive electrolyte which is used in place of conventional electrolyte in both new and old undamaged batteries. According to the manufacturer, this electrolyte will improve a battery's "kick," recovery and reliability.



LAUGH LOAD

Pretty Drunk

The two playboy truck mechanics were making the rounds of the bars:

"Tell me, Sam, after you drink a lot, does your tongue burn?"

"I don't know, Hank, I've never been drunk enough to light it."

★

Whirling Joe

"I've come to join my husband," said Mrs. Smith, arriving at the Golden Gates.

"Delighted to meet you," replied the keeper. "What was your husband's name?"

"Joseph Smith."

"I'm afraid that will not be sufficient for us to identify him. You see, we have quite a lot of Smiths up here. Are there are any other means by which I can identify him?"

"Well, before he died he told me that if I ever kissed another man he would turn in his grave."

"Oh, I know the chap. Up here we call him Whirling Joe!"

★

Change of Time

The elderly visitor was quizzing the preacher's small son. "Does your father ever preach the same sermon twice?" he asked.

"Oh, sure he does," the boy answered, "but he hollers in different places."

★

Selfless Act

Johnny was the center of an admiring crowd after he had rescued a playmate from an icy pond.

"You splendid lad," exclaimed one woman. "Tell us how you came to be so brave and save your friend."

"I had to," said Johnny. "He was wearing my skates!"

★

Excuses

To save time, please give your excuse to the boss by number:

That's the way we've always done it!—No. 1.

I didn't know you were in a hurry for it!—No. 2.

That's not in my department!—No. 3.
No one told me to go ahead!—No. 4.

Prepared

"By the way, honey, did you put my cooking outfit in the bag? I'll want to fry some of the fish we catch."

"Yes, dear, and you will also find a can of sardines there, too, and some crackers and cheese."

★

Marvelous

"You don't mean to say you went to that expensive place to have your photograph taken?"

"But, my dear, they take marvelous photographs. Molly went there and you couldn't recognize her!"

★

Competition

The manager of a department store put this notice in the window: "If you need it, we have it."

But in the window of a rival, a sign appeared stating: "If we don't have it, you don't need it."

★

Why Should She

Marie: "I don't think much of your fiancée."

Betty: "I don't want you to."

★

Cynic

Carburetor specialist: "They tell me in Mexico you can get three pounds of sugar, a pound of coffee, a quart of whiskey and a wife for three dollars."

Brake specialist: "I'll bet it's lousy whiskey."

★

Good Listener

When the man answered his telephone one evening, a woman asked him if he had his television set on. He replied that he did, and the caller asked if anyone else was in the room. "Yes," he replied, "my wife is." The surveyor then asked, "What are you listening to?"

"My wife," he answered.

★

Legal Advice

There was a professor of law who said to his students:

"When you are fighting a case, if you have the facts on your side hammer them into the jury, and if you have the law on your side, hammer it into the judge."

"But if you have neither the facts nor the law?" asked one of his listeners.

"Then hammer on the table," answered the professor.

Journey's End

Two women who were maneuvering their car into a tight parking space gave up after a valiant struggle when the driver shut off the motor and said to her companion: "This is close enough. We can walk to the curb from here."

★

Dynamometer specialist: "Shay, Joe, you've had a li'l too much to drink. Liable to get arreshted drivin' home. Why don't you take the bus?"

Ignition specialist: "Thash a good idee, good idee. Suppoh it'll fit in my garage?"

★

Close Resemblance

Diner waitress (looking out window): "It looks like rain."

Truck driver (eating): "Yeah, Mabel, but it smells a little like coffee."

★

Could Be

"If prices continue to climb I don't know what we shall do," moaned a housewife.

"Don't worry," smiled her husband. "We'll stay at home and watch the rest go buy."

★

The doctor was called in to see a very testy aristocrat. "Well, sir, what's the matter?" he asked cheerfully.

"That, sir," snapped the patient, "is for you to find out."

"I see," said the doctor thoughtfully. "Well, if you'll excuse me for an hour or so, I'll go along and fetch a friend of mine—a veterinarian. He's the only chap I know who can make a diagnosis without asking questions."

★

Not So Good

"It makes madam look 10 years younger," said a shop girl to a customer.

The woman studied the hat for a while.

"Good gracious," she eventually replied, "fancy putting on 10 years every time I take my hat off!"

★

Recommendation

Truck terminal manager: "Young lady, we hire only top caliber people here in this office. Do you have any unusual talents or qualifications to recommend you?"

Cute applicant: "Well . . . , yes, sir. I've won several crossword puzzle prizes."

Truck terminal manager: "That's well and good, but we want somebody who will be smart during office hours."

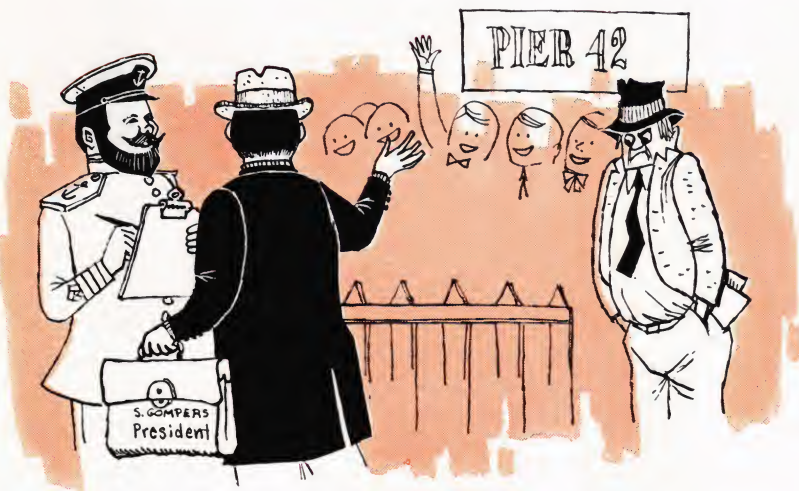
Cute applicant: "But, this was during office hours!"

FIFTY YEARS AGO

in Our Magazine



(From Teamsters' Magazine, July, 1909)



SAM Gompers sailed for Europe on the 19th of last month. He plans to visit all the European countries and investigate the labor conditions among the different trades over there. He hopes to use whatever knowledge he gains from this visit to improve international labor relations and to improve the lot of the workingman on both sides of the Atlantic.

Just before Gompers left, an interesting thing happened. A former official of the Manufacturers' Association was defeated for reelection. This same official had earlier made the statement that he would see that Gompers was defeated at the AFL election in Denver recently. Now Gompers is on his way to Europe, still in as president, and this former MA official is just a face in the crowd.

THE heroic cab drivers of Chicago deserve the highest praise for their steadfastness in the strike now going on there. For the past five weeks the cabbies have stood off imprudent employers who seemed determined to resist the union even if they go out of business.

Also effected by the strike are the various funeral parlors around the town. The employers say that they offered the strikers a dollar a week increase in wages before the strike took place. The employees, however, deny this. During the

strike, the people are being told to dispense with large funerals and to use the auto or street car instead of carriages. Taking the whole situation into consideration, we believe the livery owners would be better off to accede to the just demands of the men, than to continue, as they have done, a useless battle with the result of demoralizing their business.

THE president of the Buck Stove & Range Company, the company that nearly sent Gompers to jail because the AFL boycotted their products, was recently presented a \$10,000 check at a meeting of the Manufacturers' Association. The Buck Stove official was once reputed to be a millionaire. It's apparent that this official must have made very little money fighting the labor movement



The trouble, as you know, developed when the Buck Stove Company refused to use the union label on their equipment. When Gompers called for a boycott, Buck Stove tried to send Gompers to jail but his sentence was suspended. By his actions, it is now safe to say that this Buck Stove official has practically demoralized his business through his unthinking actions.

ONE of the greatest causes of unrest and turmoil within local unions are jealousy and selfishness. These two vices, we believe, are responsible for many of the unpleasant conditions that many unions and executive committees of our international unions are confronted with.

If we would be up and doing we must get rid of our personal prejudices, and keep down that ever over-abundance of selfishness with which we are all more or less endowed. Let us each be constructive and not sit idly back waiting to pounce on the other fellow because he may be (in our opinion) a little too active,



and trying to lord it over others, as it were. It may be that it is only his way, and that after all the role of interest of the unions generally is what is uppermost in his mind.

AN interesting article in the Painter and Decorator entitled "Old men for Council; Young men for War" philosophizes about the role of these two groups within the local union.

"We need the encouragement of the hopefulness of youth, the incentive of its ambition, the inspiration of its self-reliance, but we must also have the wholesome check to undue haste exercised by the prudent, sober second-thought of mature years."



label on vending machines